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NEGOTIATED WORKING CONDITIONS

1985

The Hon. Terry Segarty

Minister

Province of British Columbia
Ministry of Labour

POLICY AND PLANNING

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1985

INTRODUCTION

This edition of Negotiated Working Conditions is the fifteenth in the series providing current information on the content of major collective agreements (excluding wage rates) covering workers in British Columbia. The reference date for the working conditions is January 1, 1985.

For this survey the sample of collective agreements consisted of a selection of contracts covering 100 or more employees. There are 177 agreements included in the sample, covering 225,807 employees.

This year Negotiated Working Conditions provides information on 165 clauses in collective agreements. The 165 clauses are available for 12 major industry divisions and 18 sub-industry breakdowns. However, due to space limitations, this publication contains the breakdown for 7 major industry divisons which are listed below:

1. **Mining**
2. **Manufacturing**
3. **Construction**
4. **Transportation, Communication and Other Utilities**
5. **Trade and Finance, Insurance and Real Estate**
6. **Community, Business and Personal Services**
7. **Public Administration**

A public sector/private sector breakdown is also included.

A table of contents for each of the 7 industries and the public/private breakdown is provided following the "Introduction" and is entitled "Order of Provisions Analyzed". The Appendix of this publication contains a listing of the agreements for each industry and sector.

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PART I: a INDUSTRIAL COMPOSITE

(177 agreements covering 225,807 employees)

INDUSTRIAL COMPOSITE

SECTION 1 - GENERAL INFORMATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 1-01 PARTIES TO AGREEMENT				
0 SINGLE LOCAL - SINGLE EMPLOYER	132	74.6	71201	31.5
1 SINGLE LOCAL - MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	32	18.1	63416	28.1
2 MULTI-LOCAL (SAME UNION) AND SINGLE EMPLOYER	3	1.7	44600	19.8
3 MULTI-LOCAL (SAME UNION) AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	7	4.0	43175	19.1
4 MULTI-UNION AND SINGLE EMPLOYER	3	1.7	3415	1.5
5 MULTI-UNION AND MULTI-EMPLOYER OR EMPLOYERS'ASSOCIATION	-	-	-	-
TOTAL	177	100.0	225807	100.0
FIELD 1-02 SIZE OF BARGAINING UNIT				
0 UNDER 100 EMPLOYEES	4	2.3	407	0.2
1 100 - 199 EMPLOYEES	56	31.6	7670	3.4
2 200 - 499 EMPLOYEES	53	29.9	15846	7.0
3 500 - 999 EMPLOYEES	25	14.1	16279	7.2
4 1000 - 4999 EMPLOYEES	32	18.1	69667	30.9
5 5000 - 9,999 EMPLOYEES	2	1.1	15500	6.9
6 10,000 OR MORE EMPLOYEES	5	2.8	100432	44.5
TOTAL	177	100.0	225807	100.0
FIELD 1-03 JURISDICTION OF AGREEMENT				
0 PROVINCIAL	156	88.1	192558	85.3
1 FEDERAL	21	11.9	33249	14.7
TOTAL	177	100.0	225807	100.0
FIELD 1-04 SECTOR				
0 PRIVATE	103	58.2	128563	56.9
1 PUBLIC	74	41.8	97244	43.1
TOTAL	177	100.0	225807	100.0
FIELD 1-05 TERM OF AGREEMENT				
0 1 YEAR	9	5.1	3985	1.8
1 MORE THAN 1 YEAR, LESS THAN 2	6	3.4	14015	6.2
2 2 YEARS	78	44.1	96133	42.6
3 MORE THAN 2 YEARS, LESS THAN 3	17	9.6	15553	6.9
4 3 YEARS	58	32.8	58190	25.8
5 MORE THAN 3 YEARS	8	4.5	37541	16.6
6 OTHER	1	0.6	390	0.2
TOTAL	177	100.0	225807	100.0
FIELD 1-06 EXPIRY DATE OF AGREEMENT				
0 2ND HALF OF 1984	11	6.2	7020	3.1
1 1ST HALF OF 1985	18	10.2	19349	8.6
2 2ND HALF OF 1985	53	29.9	29565	13.1
3 1ST HALF OF 1986	57	32.2	125123	55.4
4 2ND HALF OF 1986	22	12.4	38011	16.8
5 1ST HALF OF 1987	10	5.6	5122	2.3
6 2ND HALF OF 1987	4	2.3	1003	0.4
7 LATER THAN 1987	2	1.1	614	0.3
TOTAL	177	100.0	225807	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 1-07 GEOGRAPHICAL BREAKDOWN				
0 EAST AND WEST KOOTENAYS	8	4.5	6420	2.8
1 OKANAGAN	8	4.5	3269	1.5
2 SOUTHERN INTERIOR	2	1.1	6853	3.0
3 LOWER COAST AND LOWER MAINLAND	76	42.9	33919	15.0
4 VANCOUVER ISLAND	17	9.6	4339	1.9
5 CENTRAL INTERIOR	7	4.0	6551	2.9
6 PEACE RIVER	1	0.6	172	0.1
7 NORTH WEST	5	2.8	3125	1.4
8 TWO OR MORE REGIONS	45	25.4	156791	70.3
9 INTER-PROVINCIAL	8	4.5	2348	1.0
TOTAL	177	100.0	225807	100.0
SECTION 2 - MANAGEMENT RIGHTS AND UNION SECURITY				
FIELD 2-01 MANAGEMENT RIGHTS CLAUSE				
0 NO PROVISION	48	27.1	54994	24.4
1 GENERAL STATEMENT OF MANAGEMENT RIGHTS	83	46.9	117407	52.0
2 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS WITH MANAGEMENT	21	11.9	35867	15.9
3 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS NOT SPECIFIED	25	14.1	17539	7.8
4 OTHER	-	-	-	-
TOTAL	177	100.0	225807	100.0
FIELD 2-02 CONTRACTING OUT				
0 NO PROVISION	74	41.8	52264	23.1
1 CONTRACTING OUT RESTRICTED TO OTHER UNION EMPLOYEES	17	9.6	21545	9.5
2 CONTRACTING OUT RESTRICTED - NO DISPLACEMENT OF PRESENT EMPLOYEES	41	23.2	79934	35.4
3 CONTRACTING OUT RESTRICTED - PAYMENT OF UNION WAGE RATE REQUIRED	3	1.7	3137	1.4
4 CONTRACTING OUT RESTRICTED - COMBINATION OF 1, 2, AND/OR 3	15	8.5	22364	9.9
5 CONTRACTING OUT PROHIBITED ENTIRELY	4	2.3	1990	0.9
6 OTHER	23	13.0	44573	19.7
TOTAL	177	100.0	225807	100.0
FIELD 2-03 UNION SECURITY CLAUSE				
0 NO PROVISION	18	10.2	18607	8.2
1 CLOSED SHOP	17	9.6	26983	11.9
2 UNION SHOP	79	44.6	49283	21.8
3 MODIFIED UNION SHOP (COMPULSORY MEMBERSHIP FOR NEW EMPLOYEES)	47	26.6	123040	54.5
4 MAINTENANCE OF MEMBERSHIP	3	1.7	3500	1.5
5 RAND FORMULA	4	2.3	3097	1.4
6 OTHER	9	5.1	1297	0.6
TOTAL	177	100.0	225807	100.0
FIELD 2-04 AUTHORIZATION OF DUES CHECK-OFF				
0 NO PROVISION	2	1.1	957	0.4
1 VOLUNTARY	1	0.6	600	0.3
2 COMPULSORY FOR ALL EMPLOYEES (ALL EMPLOYEES MUST BE UNION MEMBERS)	94	53.1	75404	33.4
3 COMPULSORY FOR ALL EMPLOYEES (NOT ALL EMPLOYEES MUST BE UNION MEMBERS)	55	31.1	127042	56.3
4 COMPULSORY FOR ALL EMPLOYEES (UNION MEMBERSHIP UNSPECIFIED)	21	11.9	15701	7.0
5 COMPULSORY FOR UNION MEMEBERS ONLY	2	1.1	5501	2.4
6 OTHER	2	1.1	603	0.3
TOTAL	177	100.0	225807	100.0

INDUSTRIAL COMPOSITE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 2-05 RIGHT TO REFUSE TO CROSS PICKET LINES, HANDLE HOT CARGOES, ETC.				
0 NO PROVISION	76	42.9	96023	42.5
1 CROSS PICKET LINES	60	33.9	101357	44.9
2 HOT CARGOES	-	-	-	-
3 NON-UNION WORKERS	1	0.6	2500	1.1
4 COMBINATION OF 1, 2, AND/OR 3	38	21.5	25536	11.3
5 OTHER	2	1.1	391	0.2
TOTAL	177	100.0	225807	100.0

SECTION 3 - SENIORITY

FIELD 3-01 SENIORITY UNIT				
0 NO PROVISION	22	12.4	58879	26.1
1 UNION HIRING HALL	1	0.6	680	0.3
2 EMPLOYER (PLANT, BARGAINING UNIT)	85	48.0	45091	20.0
3 DEPARTMENT (BRANCH, DIVISION)	5	2.8	12024	5.3
4 CRAFT (OCCUPATION)	1	0.6	851	0.4
5 EMPLOYER AND DEPARTMENT	37	20.9	32694	14.6
6 EMPLOYER AND CRAFT	7	4.0	37195	16.5
7 COMBINATION OF THE ABOVE	13	7.3	9726	4.3
8 OTHER	6	3.4	28462	12.6
TOTAL	177	100.0	225807	100.0
FIELD 3-02 LENGTH OF PROBATIONARY PERIOD				
0 NO PROVISION	23	13.0	30946	13.7
1 ONE CALENDAR MONTH	7	4.0	2364	1.0
2 TWO CALENDAR MONTHS	3	1.7	702	0.3
3 THREE CALENDAR MONTHS	33	18.6	54331	24.1
4 SIX CALENDAR MONTHS	30	16.9	50166	22.2
5 THIRTY WORKING DAYS	18	10.2	39079	17.3
6 FORTY-FIVE WORKING DAYS	7	4.0	3551	1.6
7 SIXTY WORKING DAYS	6	3.4	1956	0.9
8 240 WORKING DAYS	-	-	-	-
9 OTHER	50	28.2	42710	18.9
TOTAL	177	100.0	225807	100.0
FIELD 3-03 SENIORITY DETERMINING PROMOTION				
0 NO PROVISION	37	20.9	66786	29.6
1 STRAIGHT SENIORITY	2	1.1	525	0.2
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	59	33.3	62517	27.7
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	51	28.8	28446	12.6
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	26	14.7	66771	29.6
5 OTHER	2	1.1	762	0.3
TOTAL	177	100.0	225807	100.0
FIELD 3-04 SENIORITY DETERMINING LAYOFF				
0 NO PROVISION	22	12.4	33497	14.8
1 STRAIGHT SENIORITY	27	15.3	22749	10.1
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	93	52.5	112548	49.8
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	15	8.5	11699	5.3
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	13	7.3	7007	3.1
5 OTHER	7	4.0	38107	16.9
TOTAL	177	100.0	225807	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 3-05 NOTICE OF LAYOFF OR PAY IN LIEU OF NOTICE				
0 NO PROVISION	59	33.3	83967	37.2
1 LESS THAN 24 HOURS	9	5.1	16275	7.2
2 24 HOURS TO 48 HOURS	10	5.6	6646	2.9
3 72 HOURS	1	0.6	130	0.1
4 ONE WEEK	6	3.4	1442	0.6
5 TWO WEEKS	15	8.5	8279	3.7
6 ONE MONTH	9	5.1	4796	2.1
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	26	14.7	42112	18.6
8 NOTICE MENTIONED, LENGTH NOT SPECIFIED	3	1.7	1510	0.7
9 OTHER	39	22.0	60650	26.9
TOTAL	177	100.0	225807	100.0
FIELD 3-06 RECALL PROCEDURE				
0 NO PROVISION	25	14.1	37171	16.5
1 STRAIGHT SENIORITY	21	11.9	21010	9.3
2 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	104	58.8	122783	54.4
3 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE EQUAL	7	4.0	3757	1.7
4 SENIORITY CONSIDERED WITH OTHER FACTORS	11	6.2	6948	3.1
5 UNION HIRING HALL REFERRAL	2	1.1	650	0.3
6 OTHER	7	4.0	33486	14.8
TOTAL	177	100.0	225807	100.0
FIELD 3-07 LOSS OF SENIORITY RECALL RIGHTS				
0 NO PROVISION	47	26.6	45277	20.1
1 FAILURE TO REPORT WHEN NOTIFIED	16	9.0	7624	3.4
2 AFTER A SPECIFIED PERIOD OFF WORK	12	6.8	32833	14.5
3 EITHER FAILURE TO REPORT OR AFTER A SPECIFIC PERIOD OFF WORK	102	57.6	140073	62.0
TOTAL	177	100.0	225807	100.0
FIELD 3-08 RETENTION OF SENIORITY DURING LAYOFF				
0 NO PROVISION	32	18.1	39294	17.4
1 LESS THAN SIX MONTHS	5	2.8	2917	1.3
2 SIX MONTHS	13	7.3	14111	6.2
3 SEVEN TO TWELVE MONTHS	6	3.4	2292	1.0
4 TWELVE MONTHS	54	30.5	80269	35.5
5 MORE THAN TWELVE MONTHS UP TO AND INCLUDING TWENTY-FOUR MONTHS	20	11.3	12855	5.7
6 MORE THAN TWENTY-FOUR MONTHS	5	2.8	2935	1.3
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	29	16.4	52136	23.1
8 NOT SPECIFIED OR INDEFINITE	8	4.5	7175	3.2
9 SENIORITY LOST ON LAYOFF	-	-	-	-
10 OTHER	5	2.8	11621	5.2
TOTAL	177	100.0	225807	100.0
FIELD 3-09 RETENTION OF SENIORITY DURING ILLNESS OR INJURY				
0 NO PROVISION	117	66.1	175839	77.9
1 UP TO 1 YEAR	13	7.3	15760	7.0
2 12 - 24 MONTHS	8	4.5	2924	1.3
3 MORE THAN 24 MONTHS	6	3.4	9940	4.4
4 VARIES BY TYPE OF INCAPACITATION	4	2.3	1508	0.7
5 OTHER	29	16.4	19776	8.8
TOTAL	177	100.0	225807	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 3-10 SENIORITY ON TRANSFER FROM BARGAINING UNIT				
0 NO PROVISION	108	61.0	140360	62.2
1 SENIORITY LOST ON TRANSFER	3	1.7	1110	0.5
2 SENIORITY RETAINED FOR SPECIFIED PERIOD ONLY	39	22.0	49057	21.7
3 SENIORITY RETAINED INDEFINITELY	18	10.2	32851	14.5
4 VARIES DEPENDING ON CIRCUMSTANCE OF TRANSFER	1	0.6	400	0.2
5 OTHER	8	4.5	2029	0.9
TOTAL	177	100.0	225807	100.0
FIELD 3-11 SUPER SENIORITY (SPECIAL SENIORITY) ON LAY-OFFS, ETC.				
0 NO PROVISION	161	91.0	208192	92.2
1 FOR UNION OFFICIALS	5	2.8	2890	1.3
2 SPECIAL SKILLS, APPRENTICES	8	4.5	13701	6.1
3 COMBINATION OF ALTERNATIVES	3	1.7	1016	0.5
4 OTHER	-	-	-	-
TOTAL	177	100.0	225807	100.0

SECTION 4 - JOB OPPORTUNITY AND PROTECTION

FIELD 4-01 JOB POSTING				
0 NO PROVISION	41	23.2	54079	23.9
1 PROVISION	136	76.8	171728	76.1
TOTAL	177	100.0	225807	100.0
FIELD 4-02 PREFERRED EMPLOYMENT FOR OLDER OR DISABLED WORKERS (EXISTING EMPLOYEES)				
0 NO PROVISION	126	71.2	161363	71.5
1 OLDER WORKERS	3	1.7	3820	1.7
2 DISABLED WORKERS	27	15.3	47267	20.9
3 COMBINATION OF BOTH OLDER AND DISABLED WORKERS	21	11.9	13337	5.9
TOTAL	177	100.0	225807	100.0
FIELD 4-03 LIMITATION OF PART-TIME WORKERS, TRAINEES				
0 NO PROVISION	159	89.8	184108	81.5
1 PROVISION	18	10.2	41699	18.5
TOTAL	177	100.0	225807	100.0
FIELD 4-04 TRAINING OR RETRAINING (OTHER THAN TECHNOLOGICAL CHANGE)				
0 NO PROVISION	54	30.5	40264	17.8
1 APPRENTICESHIP	33	18.6	28208	12.5
2 COMPANY PROVIDES ON-THE-JOB TRAINING EXPERIENCES	12	6.8	9785	4.3
3 COMPANY SPONSORS OFF-PREMISES TRAINING PROGRAMS	7	4.0	14071	6.2
4 1 AND 2	15	8.5	8048	3.6
5 1 AND 3	5	2.8	1095	0.5
6 2 AND 3	17	9.6	11583	5.1
7 1, 2 AND 3	8	4.5	48050	21.3
8 TRAINING AT EMPLOYEE INITIATION - COMPANY MAY OR MAY NOT REIMBURSE	3	1.7	2897	1.3
9 LABOUR AND MANAGEMENT TRAINING PROGRAM	3	1.7	417	0.2
10 OTHER	20	11.3	61449	27.2
TOTAL	177	100.0	225807	100.0

INDUSTRIAL COMPOSITE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 4-05 JOURNEYMAN-APPRENTICE RATIO				
0 NO PROVISION	147	83.1	164363	72.8
1 MAXIMUM 1 APPRENTICE FOR EACH JOURNEYMAN	6	3.4	6657	2.9
2 MAXIMUM 1 APPRENTICE FOR EACH 2 JOURNEYMEN	2	1.1	9106	4.0
3 MAXIMUM 1 APPRENTICE FOR EACH 3 JOURNEYMEN	5	2.8	804	0.4
4 MAXIMUM 1 APPRENTICE FOR EACH 4 JOURNEYMEN	4	2.3	12145	5.4
5 MAXIMUM 1 APPRENTICE FOR EACH 5 JOURNEYMEN	5	2.8	2001	0.9
6 MAXIMUM 1 APPRENTICE FOR EACH 6 OR MORE JOURNEYMEN	2	1.1	469	0.2
7 NOT SPECIFIED	6	3.4	30228	13.4
TOTAL	177	100.0	225807	100.0
FIELD 4-06 DISTRIBUTION OF WORK DURING SLACK PERIODS/ WORK SHARING				
0 NO PROVISION	166	93.8	221707	98.2
1 REDUCTION IN NORMAL HOURS OF WORK	5	2.8	2498	1.1
2 CHANGE IN TYPE OF WORK	1	0.6	512	0.2
3 COMBINATION OF 1 AND 2	1	0.6	140	0.1
4 OTHER	4	2.3	950	0.4
TOTAL	177	100.0	225807	100.0
FIELD 4-07 RATE ON TEMPORARY REASSIGNMENT				
0 NO PROVISION	65	36.7	96130	42.6
1 REGULAR RATE OF EMPLOYEE	-	-	-	-
2 RATE OF TEMPORARY JOB OR REGULAR JOB - WHICHEVER IS GREATER	100	56.5	115693	51.3
3 RATE OF TEMPORARY JOB	5	2.8	7003	3.1
4 OTHER	7	4.0	6775	3.0
TOTAL	177	100.0	225807	100.0
FIELD 4-08 GUARANTEED EMPLOYMENT OR EARNINGS				
0 NO PROVISION	151	85.3	210046	93.0
1 DAILY GUARANTEE FOR SOME OR ALL EMPLOYEES	8	4.5	5963	2.6
2 WEEKLY GUARANTEE FOR SOME OR ALL EMPLOYEES	8	4.5	1313	0.6
3 MONTHLY GUARANTEE FOR SOME OR ALL EMPLOYEES	1	0.6	743	0.3
4 ANNUAL GUARANTEE FOR SOME OR ALL EMPLOYEES	1	0.6	122	0.1
5 OTHER	8	4.5	7620	3.4
TOTAL	177	100.0	225807	100.0
FIELD 4-09 MOONLIGHTING				
0 NO PROVISION	150	84.7	209375	92.7
1 PROHIBITED	11	6.2	8473	3.8
2 PERMITTED - WITH RESTRICTIONS	14	7.9	6889	3.1
3 PERMITTED - WITHOUT RESTRICTIONS	-	-	-	-
4 OTHER	2	1.1	1070	0.5
TOTAL	177	100.0	225807	100.0
FIELD 4-10 CLASSIFICATION OF NEWLY-CREATED JOBS				
0 NO PROVISION	87	49.2	69142	30.6
1 UNION-MANAGEMENT CONSULTATION ONLY	18	10.2	17959	8.0
2 ARBITRATION IF CONSULTATION FAILS	67	37.9	112845	50.0
3 OTHER	5	2.8	25861	11.5
TOTAL	177	100.0	225807	100.0

SECTION 5 - TECHNOLOGICAL CHANGE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 5-01 TECHNOLOGICAL CHANGE, ADVANCE NOTICE TO UNION				
0 NO PROVISION	58	32.8	122885	54.4
1 LESS THAN THREE MONTHS	21	11.9	18681	8.3
2 THREE MONTHS	55	31.1	21684	9.6
3 SIX MONTHS	15	8.5	38991	17.3
4 MORE THAN SIX MONTHS	-	-	-	-
5 NOTICE MENTIONED - TIME NOT SPECIFIED	21	11.9	15918	7.0
6 OTHER	7	4.0	7648	3.4
TOTAL	177	100.0	225807	100.0
FIELD 5-02 CONSULTATION IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	91	51.4	173649	76.9
1 CONSULTATION VIA SPECIAL LABOUR-MANAGEMENT COMMITTEE	20	11.3	19822	8.8
2 CONSULTATION - DETAILS UNSPECIFIED	63	35.6	26468	11.7
3 OTHER	3	1.7	5868	2.6
TOTAL	177	100.0	225807	100.0
FIELD 5-03 ARBITRATION OF TECHNOLOGICAL CHANGE DISPUTES				
0 NO PROVISION	119	67.2	170244	75.4
1 PROVISION	58	32.8	55563	24.6
TOTAL	177	100.0	225807	100.0
FIELD 5-04 TECHNOLOGICAL CHANGE: EMPLOYMENT SECURITY				
0 NO PROVISION	68	38.4	91846	40.7
1 STRAIGHT LAYOFF	5	2.8	1121	0.5
2 LAYOFF WITH SEVERANCE PAY OR S.U.B.	65	36.7	64153	28.4
3 WORK FORCE REDUCED THROUGH ATTRITION OR EARLY RETIREMENT	1	0.6	467	0.2
4 SOME FORM OF WAGE OR EMPLOYMENT GUARANTEE (OTHER THAN S.U.B./SEVERANCE)	8	4.5	3489	1.5
5 COMBINATION	14	7.9	44551	19.7
6 NO REDUCTION IN TOTAL NUMBER OF EMPLOYEES	9	5.1	2304	1.0
7 OTHER	7	4.0	17876	7.9
TOTAL	177	100.0	225807	100.0
FIELD 5-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE PAY				
0 NO PROVISION	112	63.3	153457	68.0
1 LESS THAN ONE YEAR	4	2.3	1561	0.7
2 ONE YEAR	40	22.6	54302	24.0
3 TWO YEARS	4	2.3	1438	0.6
4 THREE YEARS	4	2.3	1664	0.7
5 FOUR YEARS	-	-	-	-
6 FIVE YEARS	5	2.8	3267	1.4
7 TEN YEARS	4	2.3	5530	2.4
8 OTHER	4	2.3	4588	2.0
TOTAL	177	100.0	225807	100.0

INDUSTRIAL COMPOSITE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 5-06 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	98	55.4	142689	62.9
1 ONE WEEK'S PAY PER YEAR OF SERVICE	30	16.9	45104	20.0
2 ONE WEEKS'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	11	6.2	5044	2.2
3 VARIES ACCORDING TO LENGTH OF SERVICE	11	6.2	9816	4.3
4 FLAT AMOUNT (E.G. $50/YEAR OR $500 ON TERMINATION, ETC.)	7	4.0	11958	5.3
5 OTHER	20	11.3	11796	5.2
TOTAL	177	100.0	225807	100.0
FIELD 5-07 MAXIMUM AMOUNT OF SEVERANCE PAY				
0 NO PROVISION	119	67.2	153722	66.1
1 LESS THAN 20 WEEKS' PAY	21	11.9	7735	3.4
2 20 - 25 WEEKS' PAY	7	4.0	6866	3.0
3 26 - 29 WEEKS' PAY	9	5.1	2622	1.2
4 30 - 51 WEEKS' PAY	6	4.5	37562	16.6
5 52 WEEK'S PAY OR MORE	2	1.1	1251	0.6
6 NO MAXIMUM	9	5.1	13051	5.8
7 OTHER	2	1.1	3000	1.3
TOTAL	177	100.0	225807	100.0
FIELD 5-08 TECHNOLOGICAL CHANGE: NOTICE OF PERMANENT LAYOFF				
0 NO PROVISION	149	84.2	170647	75.6
1 LESS THAN THREE MONTHS	11	6.2	3947	1.7
2 THREE MONTHS OR MORE, LESS THAN SIX MONTHS	4	2.3	2373	1.1
3 SIX MONTHS OR MORE, LESS THAN ONE YEAR	3	1.7	1304	0.6
4 MENTIONED, NOT SPECIFIED	1	0.6	1600	0.7
5 BY LENGTH OF SERVICE	6	3.4	32324	14.3
6 OTHER	3	1.7	13612	6.0
TOTAL	177	100.0	225807	100.0
FIELD 5-09 OPTIONS FOR EMPLOYEES RETAINED				
0 NO PROVISION	72	40.7	106137	47.0
1 OPPORTUNITY TO BE TRAINED OR RETRAINED	57	32.2	22787	10.1
2 MAINTENANCE OF CURRENT WAGE RATE IF REQUIRED TO MOVE TO LOWER GRADED JOB	4	2.3	26410	11.7
3 GUARANTEE OF ONLY SLIGHTLY LOWER PAY IF MOVED TO LOWER GRADED JOB	-	-	-	-
4 TRANSFER ALLOWANCE AND/OR PROGRAM	-	-	-	-
5 COMBINATION OF ABOVE ALTERNATIVES	39	22.0	65916	29.2
6 OTHER	5	2.8	4555	2.0
TOTAL	177	100.0	225807	100.0
FIELD 5-10 TRAINING IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	82	46.3	112267	49.7
1 COMPANY PROGRAM	29	16.4	16645	7.4
2 UNION PROGRAM OR JOINT COMPANY-UNION PROGRAM	-	-	-	-
3 COMPANY-UNION PROGRAM IN CONJUNCTION WITH PROVINCIAL AND/OR FEDERAL GOVERNMENT	9	5.1	52523	23.3
4 TRAINING OR RETRAINING MENTIONED BUT NOT SPECIFIED	55	31.1	30872	13.7
5 OTHER	2	1.1	13500	6.0
TOTAL	177	100.0	225807	100.0
FIELD 5-11 TECHNOLOGICAL CHANGE: REOPENER				
0 NO PROVISION	175	98.9	225195	99.7
1 PROVISION	2	1.1	612	0.3
TOTAL	177	100.0	225807	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 5=12 TECHNOLOGICAL CHANGE: RELOCATON ALLOWANCE				
0 NO PROVISION	171	96.6	217090	96.1
1 EMPLOYER PAYS FULL COST	3	1.7	6924	3.1
2 EMPLOYER PAYS PERCENTAGE OF COST	1	0.6	743	0.3
3 EMPLOYER PAYS PERCENTAGE OF COST, BUT MAXIMUM NOT SPECIFIED	-	-	-	-
4 FLAT AMOUNT	-	-	-	-
5 OTHER	2	1.1	1050	0.5
TOTAL	177	100.0	225807	100.0
SECTION 6 = COMPENSATION PRACTICE AND RELATED PROVISIONS				
FIELD 6=01 FREQUENCY OF DEFERRED WAGE INCREASES				
0 NO WAGE ADJUSTMENTS DEFERRED DURING LIFE OF AGREEMENT	24	13.6	17756	7.9
1 WAGE ADJUSTMENT EVERY SIX MONTHS	9	5.1	4239	1.9
2 WAGE ADJUSTMENT YEARLY	92	52.0	99005	43.8
3 IRREGULARLY SCHEDULED WAGE INCREASES	47	26.6	102478	45.4
4 VARIES FOR DIFFERENT CATEGORIES OF WORKERS	2	1.1	899	0.4
5 OTHER	3	1.7	1430	0.6
TOTAL	177	100.0	225807	100.0
FIELD 6=02 OTHER WAGE ADJUSTMENTS				
0 NO PROVISION	162	91.5	218532	96.8
1 DATE SPECIFIED, AMOUNT DETERMINED LATER	1	0.6	313	0.1
2 REOPENER CLAUSE = MUTUAL CONSENT REQUIRED	6	3.4	1979	0.9
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	8	4.5	4983	2.2
TOTAL	177	100.0	225807	100.0
FIELD 6=03 SEVERANCE PAY				
0 NO PROVISION	91	51.4	98986	43.8
1 SEVERANCE PAY PLAN	77	43.5	119562	52.9
2 LAYOFF BENEFITS PLAN	1	0.6	206	0.1
3 SEVERANCE PAY AND LAYOFF BENEFITS PLAN	3	1.7	1962	0.9
4 PLAN EXISTS: NO DETAILS	2	1.1	1160	0.5
5 OTHER	3	1.7	3931	1.7
TOTAL	177	100.0	225807	100.0
FIELD 6=04 SUPPLEMENTARY UNEMPLOYMENT BENEFITS				
0 NO PROVISION	173	97.7	219955	97.4
1 PROVISION	4	2.3	5852	2.6
TOTAL	177	100.0	225807	100.0
FIELD 6=05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE BENEFITS				
0 NO PROVISION	111	62.7	149490	66.2
1 LESS THAN ONE YEAR	10	5.6	4662	2.1
2 ONE YEAR	36	20.3	34912	15.5
3 TWO YEARS	4	2.3	2463	1.1
4 THREE YEARS	4	2.3	1333	0.6
5 FIVE YEARS	2	1.1	912	0.4
6 TEN YEARS	7	4.0	31043	13.7
7 OTHER	3	1.7	992	0.4
TOTAL	177	100.0	225807	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 6-06 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	94	53.1	103629	45.9
1 ONE DAY'S PAY PER YEAR OF SERVICE	2	1.1	525	0.2
2 ONE WEEK'S PAY PER YEAR OF SERVICE	21	11.9	19080	8.4
3 ONE WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	5	2.8	1842	0.8
4 VARIES ACCORDING TO LENGTH OF SERVICE	37	20.9	90007	39.9
5 FLAT AMOUNT (E.G. LUMP SUM ON TERMINATION)	-	-	-	-
6 OTHER	18	10.2	10724	4.7
TOTAL	177	100.0	225807	100.0
FIELD 6-07 MAXIMUM ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	115	65.0	124330	55.1
1 LESS THAN 20 WEEKS' PAY	17	9.6	9198	4.1
2 20 WEEKS' PAY	7	4.0	32650	14.5
3 21 - 25 WEEKS' PAY	3	1.7	555	0.2
4 26 - 29 WEEKS' PAY	15	8.5	41560	18.4
5 30 - 52 WEEKS' PAY	5	2.8	1906	0.8
6 NO MAXIMUM	7	4.0	11603	5.1
7 OTHER	8	4.5	4005	1.8
TOTAL	177	100.0	225807	100.0
FIELD 6-08 COLA				
0 NO PROVISION	157	88.7	210557	93.2
1 PROVISION EXISTS AND IS EFFECTIVE DURING AGREEMENT	19	10.7	15162	6.7
2 PROVISION EXISTS AND IS TO BE IMPLEMENTED AT A LATER DATE	1	0.6	88	0.0
TOTAL	177	100.0	225807	100.0
FIELD 6-09 COLA: FREQUENCY				
0 NO PROVISION	157	88.7	210557	93.2
1 AUTOMATIC MONTHLY ADJUSTMENT	4	2.3	694	0.3
2 AUTOMATIC QUARTERLY ADJUSTMENT	4	2.3	5563	2.5
3 AUTOMATIC SEMI-ANNUALLY ADJUSTMENT	1	0.6	1300	0.6
4 AUTOMATIC ANNUAL ADJUSTMENT	-	-	-	-
5 IN LINE WITH CONTRACT WAGE AGREEMENTS	-	-	-	-
6 ADJUSTED DURING TERM OF AGREEMENT	5	2.8	3456	1.5
7 REVIEW AT IRREGULAR INTERVALS	-	-	-	-
8 CANNOT DETERMINE	-	-	-	-
9 OTHER	6	3.4	4277	1.9
TOTAL	177	100.0	225807	100.0

SECTION 7 - REGULAR HOURS AND DAYS OF WORK

FIELD 7-01 NORMAL DAILY WORK HOURS - NON OFFICE EMPLOYEES		
0 NO PROVISION	6514	3.4
1 LESS THAN SEVEN HOURS	609	0.3
2 SEVEN HOURS	26163	13.8
3 7 1/4 HOURS	-	-
4 7 1/2 HOURS	61416	32.4
5 7 3/4 HOURS	500	0.3
6 EIGHT HOURS	86154	45.4
7 MORE THAN EIGHT HOURS	2177	1.1
8 FLEXIBLE WORK HOURS	-	-
9 OTHER	6275	3.3
TOTAL	189813	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-02 NORMAL DAILY WORK HOURS - OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 LESS THAN SEVEN HOURS			270	0.8
2 SEVEN HOURS			20264	56.3
3 7 1/4 HOURS			1300	3.6
4 7 1/2 HOURS			10038	27.9
5 7 3/4 HOURS			325	0.9
6 EIGHT HOURS			198	0.6
7 MORE THAN EIGHT HOURS			25	0.1
8 FLEXIBLE WORK HOURS			-	-
9 OTHER			3574	9.9
TOTAL			35994	100.0
FIELD 7-03 NORMAL WEEKLY WORK DAYS - NON OFFICE EMPLOYEES				
0 NO PROVISION			11518	6.1
1 THREE DAYS			-	-
2 FOUR DAYS			4729	2.5
3 FIVE DAYS			141027	74.3
4 VARIES BY SEASON, LOCATION, ETC.			-	-
5 NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)			126	0.1
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			26288	14.9
7 OTHER			4120	2.2
TOTAL			169813	100.0
FIELD 7-04 NORMAL WEEKLY WORK DAYS - OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 THREE DAYS			-	-
2 FOUR DAYS			-	-
3 FIVE DAYS			32375	89.9
4 VARIES BY SEASON, LOCATION, ETC.			38	0.1
5 NO STANDARD WEEKLY WORK DAYS			-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			5	0.0
7 OTHER			3576	9.9
TOTAL			35994	100.0
FIELD 7-05 NORMAL WEEKLY WORK HOURS - NON OFFICE EMPLOYEES				
0 NO PROVISION			5603	3.0
1 LESS THAN 35 HOURS			609	0.3
2 35 HOURS			27254	14.4
3 37 1/2 HOURS			61336	32.3
4 40 HOURS			85918	45.3
5 MORE THAN 40 HOURS			807	0.4
6 OTHER			8284	4.4
TOTAL			189813	100.0
FIELD 7-06 NORMAL WEEKLY WORK HOURS - OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 LESS THAN 35 HOURS			270	0.8
2 35 HOURS			21235	59.0
3 37 1/2 HOURS			10117	28.1
4 40 HOURS			146	0.4
5 MORE THAN 40 HOURS			-	-
6 OTHER			4226	11.7
TOTAL			35994	100.0

INDUSTRIAL COMPOSITE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-07 DAYS OFF PER WEEK				
0 NO PROVISION	12	6.8	15638	6.9
1 TWO DAYS (CONSECUTIVE)	129	72.9	150833	66.8
2 TWO DAYS (NOT CONSECUTIVE)	-	-	-	-
3 THREE DAYS (CONSECUTIVE)	-	-	-	-
4 THREE DAYS (NOT CONSECUTIVE)	1	0.6	100	0.0
5 FOUR DAYS	-	-	-	-
6 VARIED FOR CONTINUOUS OR NON-CONTINUOUS OPERATIONS	12	6.8	38711	17.1
7 OTHER	23	13.0	20525	9.1
TOTAL	177	100.0	225807	100.0
FIELD 7-08 REPORTING PAY - WORK NOT COMMENCED				
0 LEGISLATION (2 HOURS' PAY)	124	70.1	163206	72.3
1 THREE HOURS' PAY	4	2.3	709	0.3
2 FOUR HOURS' PAY	33	18.6	49475	21.9
3 FULL SHIFT'S PAY	12	6.8	6898	3.1
4 OTHER	4	2.3	5459	2.4
TOTAL	177	100.0	225807	100.0
FIELD 7-09 REPORTING PAY - WORK HAS COMMENCED				
0 LEGISLATION (4 HOURS' PAY)	161	91.0	218031	96.6
1 MORE THAN FOUR HOURS' PAY BUT LESS THAN A FULL SHIFT'S PAY	1	0.6	144	0.1
2 FULL SHIFT'S PAY	12	6.8	6898	3.1
3 OTHER	3	1.7	734	0.3
TOTAL	177	100.0	225807	100.0
FIELD 7-10 PAID REST PERIODS				
0 NO PROVISION	48	27.1	41485	18.4
1 TWO FOR A TOTAL OF 20 MINUTES	50	28.2	74242	32.9
2 TWO FOR A TOTAL OF 30 MINUTES	60	33.9	96799	42.9
3 TWO FOR A TOTAL OF 40 MINUTES	-	-	-	-
4 VARIES WITH DIFFERENT CATEGORIES OF EMPLOYEES	5	2.8	3606	1.7
5 REST PERIOD MENTIONED BUT NOT SPECIFIED	9	5.1	5532	2.4
6 OTHER	5	2.8	3941	1.7
TOTAL	177	100.0	225807	100.0
FIELD 7-11 NOTICE OF CHANGE IN HOURS, DAYS, SHIFTS, ETC.				
0 NO PROVISION	83	46.9	106105	47.0
1 LESS THAN ONE DAY (24 HOURS)	6	3.4	2402	1.1
2 ONE DAY (24 HOURS)	18	10.2	7802	3.5
3 MORE THAN ONE DAY LESS THAN THREE	26	14.7	52868	23.4
4 THREE DAYS TO LESS THAN SEVEN	15	8.5	11236	5.0
5 SEVEN TO FOURTEEN DAYS	15	8.5	35207	15.6
6 MORE THAN FOURTEEN DAYS	2	1.1	1333	0.6
7 NOTICE MENTIONED BUT NOT SPECIFIED	4	2.3	6314	2.8
8 OTHER	8	4.5	2540	1.1
TOTAL	177	100.0	225807	100.0
FIELD 7-12 PORTAL-TO-PORTAL				
0 NO PROVISION	168	94.9	194095	86.0
1 PROVISION	9	5.1	31712	14.0
TOTAL	177	100.0	225807	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-13 PAID WASH, CLEAN UP, OR CLOTHES CHANGING PERIODS				
0 NO PROVISION	146	82.5	177428	78.6
1 PROVISION	31	17.5	48379	21.4
TOTAL	177	100.0	225807	100.0
FIELD 7-14 FLEXIBLE STARTING/QUITTING HOURS				
0 NO PROVISION	160	90.4	175647	77.8
1 PROVISION	17	9.6	50160	22.2
TOTAL	177	100.0	225807	100.0
FIELD 7-15 COMPRESSED WORK WEEK				
0 NO PROVISION	133	75.1	166517	73.7
1 THREE DAY WEEK IN PROGRESS	-	-	-	-
2 FOUR DAY WEEK IN PROGRESS	5	2.8	1796	0.8
3 ALTERNATING 4, 5, IN PROGRESS	4	2.3	4613	2.0
4 TO COMMENCE DURING TERM OF AGREEMENT	2	1.1	496	0.2
5 UNDER STUDY	6	3.4	2968	1.3
6 OTHER	27	15.3	49417	21.9
TOTAL	177	100.0	225807	100.0

SECTION 8 - OVERTIME AND PREMIUM PAY

FIELD 8-01 OVERTIME RATE AFTER NORMAL DAILY WORK HOURS				
0 1 1/2 X	21	11.9	11746	5.2
1 1 1/2 X FOR ONE HOUR, THEN 2 X	5	2.8	3912	1.9
2 1 1/2 X FOR TWO HOURS, THEN 2 X	53	29.9	90875	40.2
3 1 1/2 X FOR THREE HOURS, THEN 2 X	23	13.0	48044	21.3
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	12	6.8	4420	2.0
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	3	1.7	1037	0.5
6 2 X	48	27.1	48116	21.3
7 OTHER	12	6.8	12857	5.7
TOTAL	177	100.0	225807	100.0
FIELD 8-02 OVERTIME RATE AFTER NORMAL WEEKLY WORK HOURS				
0 1 1/2 X	50	28.2	89755	39.7
1 1 1/2 X FOR ONE HOUR, THEN 2 X	2	1.1	8263	3.7
2 1 1/2 X FOR TWO HOURS, THEN 2 X	23	13.0	21673	9.6
3 1 1/2 X FOR THREE HOURS, THEN 2 X	9	5.1	4912	2.2
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	11	6.2	3972	1.8
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	5	2.8	1586	0.7
6 2 X	59	33.3	51248	22.7
7 OTHER	18	10.2	44396	19.7
TOTAL	177	100.0	225807	100.0
FIELD 8-03 OVERTIME RATE ON SIXTH DAY (OR FIRST DAY NOT NORMALLY WORKED)				
0 NO PROVISION	16	9.0	10622	4.7
1 1 1/2 X	31	17.5	47088	20.8
2 1 1/2 X FOR ONE HOUR, THEN 2 X	1	0.6	5000	2.2
3 1 1/2 X FOR TWO HOURS, THEN 2 X	4	2.3	2480	1.1
4 1 1/2 X FOR THREE HOURS, THEN 2 X	3	1.7	5049	2.2
5 1 1/2 X FOR FOUR HOURS, THEN 2 X	7	4.0	2809	1.2
6 2 X	92	52.0	133270	59.0
7 OTHER	23	13.0	19509	8.6
TOTAL	177	100.0	225807	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-04 OVERTIME RATE ON SEVENTH DAY (OR SECOND DAY NOT NORMALLY WORKED)				
0 NO PROVISION	19	10.7	11628	5.1
1 1 1/2 X	11	6.2	10263	4.6
2 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	1	0.6	400	0.2
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	127	71.8	183364	81.2
6 3 X	2	1.1	607	0.3
7 OVERTIME RATE TIMES SUNDAY PREMIUM RATE (E.G. 1 1/2 X 1 1/2 X)	-	-	-	-
8 OTHER	17	9.6	19505	8.6
TOTAL	177	100.0	225807	100.0
FIELD 8-05 OVERTIME COMPENSATION				
0 NO PROVISION	32	18.1	58347	25.8
1 PAY ONLY	59	33.3	50423	22.3
2 FULL COMPENSATORY TIME OFF	-	-	-	-
3 CHOICE OF PAY OR COMPENSATORY TIME OFF	85	48.0	116897	51.6
4 OTHER	1	0.6	140	0.1
TOTAL	177	100.0	225807	100.0
FIELD 8-06 RIGHT TO REFUSE OVERTIME				
0 NO PROVISION	99	55.9	130382	57.7
1 RIGHT TO REFUSE	62	35.0	62306	27.6
2 NO RIGHT TO REFUSE	2	1.1	1037	0.5
3 OVERTIME COMPULSORY IN CASES OF EMERGENCY	9	5.1	30089	13.3
4 OTHER	5	2.8	1991	0.9
TOTAL	177	100.0	225807	100.0
FIELD 8-07 DISTRIBUTION OF OVERTIME				
0 NO PROVISION	102	57.6	143628	63.6
1 BASED ON SENIORITY	24	13.6	14173	6.3
2 SHARED AMONG ALL EMPLOYEES	49	27.7	67746	30.0
3 OTHER	2	1.1	256	0.1
TOTAL	177	100.0	225807	100.0
FIELD 8-08 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON SATURDAY				
0 NO PROVISION	139	78.5	165982	73.5
1 NO PREMIUM RATE FOR REGULAR SATURDAY WORK (I.E. STRAIGHT TIME)	8	4.5	32946	14.6
2 1 1/2 X	1	0.6	467	0.2
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	5	2.8	15033	6.7
6 FLAT AMOUNT PER HOUR OR DAY	19	10.7	8179	3.6
7 PERCENTAGE OF REGULAR RATE	2	1.1	1030	0.5
8 OTHER	3	1.7	2170	1.0
TOTAL	177	100.0	225807	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 6-09 PREMIUM RATE FOR REGULAR SCHEDULED WORK ON SUNDAY				
0 NO PROVISION	131	74.0	156523	69.9
1 NO PREMIUM RATE FOR REGULAR SUNDAY WORK (I.E. STRAIGHT TIME)	3	1.7	1605	0.7
2 1 1/2 X	8	4.5	46512	20.6
3 1 1/2 X FOR TWO HOURS, THEN 2 X	1	0.6	600	0.3
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	6	3.4	6730	3.0
6 FLAT AMOUNT PER HOUR OR PER DAY	21	11.9	11233	5.0
7 PERCENTAGE OF REGULAR RATE	3	1.7	1215	0.5
8 OTHER	4	2.3	2389	1.1
TOTAL	177	100.0	225807	100.0
FIELD 6-10 CALL-IN (CALL-BACK) PAY GUARANTEE				
0 NO PROVISION	38	21.5	60284	26.7
1 MINIMUM OF TWO HOURS AT STRAIGHT TIME	5	2.8	6402	2.8
2 MINIMUM OF THREE HOURS AT STRAIGHT TIME	3	1.7	2260	1.0
3 MINIMUM OF FOUR HOURS AT STRAIGHT TIME	24	13.6	21489	9.5
4 MORE THAN FOUR HOURS' PAY AT STRAIGHT TIME	4	2.3	1336	0.6
5 MINIMUM OF TWO HOURS AT OVERTIME RATE	17	9.6	33259	14.7
6 MINIMUM OF THREE HOURS AT OVERTIME RATE	16	9.0	52146	23.1
7 MINIMUM OF FOUR HOURS AT OVERTIME RATE	26	14.7	15411	6.8
8 MORE THAN FOUR HOURS' PAY AT OVERTIME RATE	-	-	-	-
9 OVERTIME RATE, NO MINIMUM GUARANTEE	1	0.6	1250	0.6
10 1 1/2 X FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	6	3.4	2623	1.2
11 DOUBLE TIME FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	4	2.3	594	0.3
12 OTHER	33	18.6	28753	12.7
TOTAL	177	100.0	225807	100.0
FIELD 6-11 PAID MEAL PERIOD				
0 NO PROVISION	74	41.8	63677	28.2
1 ON OVERTIME, CALL-IN, HOLIDAY WORK, ETC.	74	41.8	135421	60.0
2 ON DESIGNATED SHIFTS	8	4.5	2933	1.3
3 1 AND 2	15	8.5	6963	3.1
4 OTHER	6	3.4	16813	7.4
TOTAL	177	100.0	225807	100.0
FIELD 6-12 MEAL ALLOWANCE ON OVERTIME OR CALL-IN				
0 NO PROVISION	71	40.1	40965	18.1
1 LESS THAN $4.00	2	1.1	1050	0.5
2 $4.00 TO $4.99	8	4.5	3762	1.7
3 $5.00 TO $5.99	10	5.6	10187	4.5
4 $6.00 TO $6.99	7	4.0	2343	1.0
5 $7.00 AND MORE	21	11.9	64366	28.5
6 MEAL PROVIDED	24	13.6	74024	32.8
7 OTHER	34	19.2	29110	12.9
TOTAL	177	100.0	225807	100.0
FIELD 6-13 RATE FOR TRAVEL TIME ON OVERTIME, CALL-IN, ETC.				
0 NO PROVISION	144	81.4	170994	75.7
1 1 1/2 X	1	0.6	270	0.1
2 1 1/2 X FOLLOWED BY A HIGHER RATE	12	6.8	42377	18.8
3 2 X	6	3.4	1960	0.9
4 FLAT AMOUNT	-	-	-	-
5 OTHER	14	7.9	10206	4.5
TOTAL	177	100.0	225807	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-14 STAND-BY PAY				
0 NO PROVISION	118	66.7	92341	40.9
1 PROVISION	59	33.3	133466	59.1
TOTAL	177	100.0	225807	100.0
FIELD 8-15 PREMIUM PAY FOR HAZARDOUS, DIRTY, OR UNDERGROUND WORK				
0 NO PROVISION	121	68.4	110292	48.8
1 MULTIPLE RATE (I.E. 1 1/4 X, 1 1/2 X, OR 2 X)	5	2.8	1612	0.7
2 FLAT AMOUNT PER HOUR IN ADDITION TO REGULAR WAGES	31	17.5	17902	7.9
3 PERCENTAGE OF REGULAR RATE	6	3.4	12767	5.7
4 REDUCED SHIFT	-	-	-	-
5 OTHER	14	7.9	83214	36.9
TOTAL	177	100.0	225807	100.0
FIELD 8-16 SECOND SHIFT DIFFERENTIAL				
0 NO PROVISION	41	23.2	27362	12.1
1 LESS THAN 20 CENTS PER HOUR	4	2.3	910	0.4
2 20 - 29 CENTS PER HOUR	7	4.0	3926	1.7
3 30 - 49 CENTS PER HOUR	40	22.6	58269	25.8
4 50 - 75 CENTS PER HOUR	35	19.8	78767	34.9
5 MORE THAN 75 CENTS PER HOUR	7	4.0	4252	1.9
6 1/2 HOUR'S PAY PER SHIFT	6	3.4	1931	0.9
7 1 HOUR'S PAY PER SHIFT	6	3.4	17275	7.7
8 PERCENTAGE OF HOURLY WAGE RATE	15	8.5	12765	5.7
9 FLAT AMOUNT PER SHIFT	3	1.7	11530	5.1
10 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	2	1.1	218	0.1
11 OTHER	11	6.2	8582	3.8
TOTAL	177	100.0	225807	100.0
FIELD 8-17 THIRD SHIFT PREMIUM				
0 NO PROVISION	44	24.9	36100	16.9
1 LESS THAN 20 CENTS PER HOUR	1	0.6	160	0.1
2 20 - 29 CENTS PER HOUR	5	2.8	3516	1.6
3 30 - 49 CENTS PER HOUR	28	15.8	45285	20.1
4 50 - 74 CENTS PER HOUR	40	22.6	80865	35.8
5 75 - $1.00 PER HOUR	10	5.6	11426	5.1
6 MORE THAN $1.00 PER HOUR	8	4.5	4227	1.9
7 1/2 HOUR'S PAY PER SHIFT	-	-	-	-
8 ONE HOUR'S PAY PER SHIFT	5	2.8	1931	0.9
9 TWO HOUR'S PAY PER SHIFT	4	2.3	8225	3.6
10 PERCENTAGE OF HOURLY WAGE RATE	15	8.5	12765	5.7
11 FLAT AMOUNT PER SHIFT	3	1.7	11530	5.1
12 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	2	1.1	218	0.1
13 OTHER	12	6.8	7519	3.3
TOTAL	177	100.0	225807	100.0
FIELD 8-18 SPLIT SHIFT DIFFERENTIAL				
0 NO PROVISION	138	78.0	165433	73.3
1 LESS THAN 20 CENTS	1	0.6	160	0.1
2 20 - 29 CENTS PER HOUR	3	1.7	1490	0.7
3 30 - 49 CENTS PER HOUR	1	0.6	924	0.4
4 50 - 75 CENTS PER HOUR	3	1.7	1274	0.6
5 MORE THAN 75 CENTS PER HOUR	-	-	-	-
6 ONE HOUR'S PAY PER SHIFT	4	2.3	11700	5.2
7 FLAT AMOUNT PER SHIFT	1	0.6	250	0.1
8 SPLIT SHIFT PROHIBITED	11	6.2	11890	5.3
9 OTHER	15	8.5	32661	14.5
TOTAL	177	100.0	225807	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-19 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR				
0 NO PROVISION	115	65.0	113142	50.1
1 PROVISION	62	35.0	112665	49.9
TOTAL	177	100.0	225807	100.0
FIELD 8-20 ISOLATION/NORTHERN ALLOWANCE				
0 NO PROVISION	160	90.4	170894	75.7
1 PROVISION	17	9.6	54913	24.3
TOTAL	177	100.0	225807	100.0

SECTION 9 - PAID HOLIDAYS

FIELD 9-01 NUMBER OF PAID HOLIDAYS (STATUTORY AND FLOATING PER YEAR)				
0 NO PROVISION	4	2.3	6016	2.7
1 EIGHT DAYS OR LESS	-	-	-	-
2 NINE DAYS	1	0.6	390	0.2
3 TEN DAYS	9	5.1	2986	1.3
4 ELEVEN DAYS	122	68.9	179301	79.4
5 TWELVE DAYS	22	12.4	14274	6.3
6 THIRTEEN DAYS	9	5.1	1740	0.8
7 FOURTEEN DAYS	8	4.5	20475	9.1
8 FIFTEEN DAYS	-	-	-	-
9 SIXTEEN DAYS OR MORE	-	-	-	-
10 OTHER	2	1.1	621	0.3
TOTAL	177	100.0	225807	100.0
FIELD 9-02 REQUIREMENTS TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	63	35.6	111604	49.5
1 MINIMUM LENGTH OF SERVICE	22	12.4	20959	9.3
2 WORK ON SCHEDULED DAY BEFORE HOLIDAY	-	-	-	-
3 WORK ON SCHEDULED DAY AFTER HOLIDAY	-	-	-	-
4 WORK SCHEDULED BOTH DAY BEFORE AND DAY AFTER HOLIDAY	25	14.1	23037	10.2
5 WORK SCHEDULED EITHER DAY BEFORE OR DAY AFTER HOLIDAY	7	4.0	6236	2.8
6 MINIMUM LENGTH OF SERVICE PLUS 2, 3, 4 OR 5	49	27.7	58095	25.7
7 OTHER	11	6.2	5834	2.5
TOTAL	177	100.0	225807	100.0
FIELD 9-03 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	88	49.7	138053	61.4
1 LESS THAN ONE MONTH	17	9.6	20999	9.3
2 ONE MONTH	39	22.0	43924	19.5
3 TWO MONTHS	1	0.6	180	0.1
4 MORE THAN TWO MONTHS	2	1.1	4122	1.8
5 DESIGNATED NUMBER OF SHIFTS OR HOURS	22	12.4	14435	6.4
6 OTHER	8	4.5	3490	1.5
TOTAL	177	100.0	225807	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 9-04 PREMIUM RATE ON A SCHEDULED HOLIDAY				
0 NO PROVISION	15	8.5	9996	4.4
1 ANOTHER DAY OFF	4	2.3	4723	2.1
2 1 1/2 X FOR HOURS WORKED PLUS EITHER HOLIDAY PAY OR ANOTHER DAY OFF	33	18.6	61997	27.5
3 2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	101	57.1	74302	32.9
4 2 1/2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	3	1.7	5450	2.4
5 OTHER	21	11.9	69259	30.7
TOTAL	177	100.0	225807	100.0
FIELD 9-05 PAID HOLIDAY FALLING ON SCHEDULED DAY OFF				
0 NO PROVISION	29	16.4	29292	13.0
1 ANOTHER PAID DAY OFF SUCH AS PRECEDING FRIDAY, FOLLOWING MONDAY	117	66.1	182350	80.8
2 AN EXTRA DAY'S PAY	5	2.8	1031	0.5
3 1 OR 2	22	12.4	11370	5.0
4 OTHER	4	2.3	1764	0.8
TOTAL	177	100.0	225807	100.0
FIELD 9-06 PAID HOLIDAY FALLING WITHIN VACATION				
0 NO PROVISION	56	31.6	89790	39.8
1 ANOTHER PAID DAY OFF	92	52.0	112722	49.9
2 ANOTHER DAY'S PAY	10	5.6	4626	2.1
3 1 OR 2	18	10.2	18229	8.1
4 NOT GRANTED	1	0.6	240	0.1
TOTAL	177	100.0	225807	100.0

SECTION 10 - PAID ANNUAL VACATION

FIELD 10-01 VACATION IN FIRST YEAR OF EMPLOYMENT				
0 NO PROVISION	60	33.9	87693	38.8
1 TAKES ALL OF VACATION EARNED FOR FULL YEAR'S SERVICE	1	0.6	600	0.3
2 ONE WEEK AFTER 6 MONTHS	6	3.4	4334	1.9
3 GRADUATED ACCORDING TO LENGTH OF SERVICE	80	45.2	110698	49.0
4 OTHER	30	16.9	22482	10.0
TOTAL	177	100.0	225807	100.0
FIELD 10-02 MAXIMUM ANNUAL PAID VACATION				
0 NO PROVISION	7	4.0	17091	7.6
1 TWO WEEKS	-	-	-	-
2 THREE WEEKS	9	5.1	16268	7.2
3 FOUR WEEKS	9	5.1	5458	2.4
4 FIVE WEEKS	30	16.9	23149	10.3
5 SIX WEEKS	84	47.5	80392	35.6
6 SEVEN WEEKS	21	11.9	47142	20.9
7 EIGHT WEEKS	4	2.3	819	0.4
8 OTHER	13	7.3	35493	15.7
TOTAL	177	100.0	225807	100.0

INDUSTRIAL COMPOSITE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-03 YEARS OF SERVICE FOR THREE WEEKS PAID VACATION				
0 NO PROVISION	8	4.5	17600	7.8
1 MINIMUM GREATER THAN THREE WEEKS	8	4.5	33251	14.7
2 ONE YEAR OF SERVICE	71	40.1	77936	34.5
3 TWO YEARS	29	16.4	61887	27.4
4 THREE YEARS	39	22.0	23049	10.2
5 FOUR YEARS	10	5.6	4959	2.2
6 FIVE YEARS	10	5.6	6378	2.8
7 SIX YEARS	-	-	-	-
8 NOT SPECIFIED, CANNOT DETERMINE	1	0.6	500	0.2
9 OTHER	1	0.6	247	0.1
TOTAL	177	100.0	225807	100.0
FIELD 10-04 YEARS OF SERVICE FOR FOUR WEEKS PAID VACATION				
0 NO PROVISION	21	11.9	37082	16.4
1 ONE YEAR OF SERVICE	7	4.0	32764	14.5
2 TWO YEARS	-	-	-	-
3 THREE YEARS	1	0.6	112	0.0
4 FOUR YEARS	1	0.6	110	0.0
5 FIVE YEARS	12	6.8	6836	3.0
6 SIX YEARS	9	5.1	1607	0.7
7 SEVEN YEARS	27	15.3	54746	24.2
8 EIGHT YEARS	30	16.9	47460	21.0
9 NINE YEARS	28	15.8	9257	4.1
10 TEN YEARS	36	20.3	34515	15.3
11 ELEVEN YEARS	1	0.6	467	0.2
12 TWELVE YEARS	2	1.1	513	0.2
13 THIRTEEN YEARS	1	0.6	120	0.1
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	1	0.6	196	0.1
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	177	100.0	225807	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 10-05 YEARS OF SERVICE FOR FIVE WEEKS PAID VACATION				
0 NO PROVISION	30	16.9	41068	18.2
1 ONE YEAR OF SERVICE	2	1.1	340	0.2
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	2	1.1	1168	0.5
8 EIGHT YEARS	3	1.7	3483	1.5
9 NINE YEARS	4	2.3	28776	12.7
10 TEN YEARS	7	4.0	5698	2.5
11 ELEVEN YEARS	1	0.6	700	0.3
12 TWELVE YEARS	10	5.6	36307	16.1
13 THIRTEEN YEARS	3	1.7	1093	0.5
14 FOURTEEN YEARS	12	6.8	4569	2.0
15 FIFTEEN YEARS	30	16.9	45759	20.3
16 SIXTEEN YEARS	16	9.0	5915	2.6
17 SEVENTEEN YEARS	15	8.5	4269	1.9
18 EIGHTEEN YEARS	16	9.0	15714	7.0
19 NINETEEN YEARS	2	1.1	255	0.1
20 TWENTY YEARS	21	11.9	30153	13.4
21 TWENTY-ONE YEARS	1	0.6	144	0.1
22 TWENTY-TWO YEARS	2	1.1	376	0.2
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	177	100.0	225807	100.0
FIELD 10-06 YEARS OF SERVICE FOR SIX WEEKS PAID VACATION				
0 NO PROVISION	66	37.3	68754	30.4
1 ONE YEAR OF SERVICE	2	1.1	340	0.2
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	1	0.6	914	0.4
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	1	0.6	254	0.1
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	2	1.1	28401	12.6
15 FIFTEEN YEARS	3	1.7	4365	1.9
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	3	1.7	609	0.3
18 EIGHTEEN YEARS	9	5.1	6871	3.0
19 NINETEEN YEARS	2	1.1	972	0.4
20 TWENTY YEARS	22	12.4	40542	18.0
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	8	4.5	2046	0.9
23 TWENTY-THREE YEARS	5	2.8	1607	0.7
24 TWENTY-FOUR YEARS	20	11.3	38624	17.1
25 TWENTY-FIVE YEARS	17	9.6	15469	6.9
26 TWENTY-SIX YEARS	3	1.7	1352	0.6
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	6	3.4	6195	2.7
29 TWENTY-NINE YEARS	2	1.1	2827	1.3
30 THIRTY YEARS	5	2.8	5565	2.5
TOTAL	177	100.0	225807	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-07 YEARS OF SERVICE FOR SEVEN WEEKS PAID VACATION				
0 NO PROVISION	150	84.7	149612	66.3
1 ONE YEAR OF SERVICE	2	1.1	340	0.2
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	2	1.1	28481	12.6
20 TWENTY YEARS	2	1.1	4095	1.8
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	2	1.1	993	0.4
24 TWENTY-FOUR YEARS	1	0.6	172	0.1
25 TWENTY-FIVE YEARS	6	3.4	3809	1.7
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	2	1.1	655	0.3
30 THIRTY OR MORE YEARS	10	5.6	37650	16.7
TOTAL	177	100.0	225807	100.0
FIELD 10-08 YEARS OF SERVICE FOR EIGHT WEEKS PAID VACATION				
0 NO PROVISION	170	96.0	196252	86.9
1 ONE YEAR OF SERVICE	2	1.1	340	0.2
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	2	1.1	26481	12.6
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY OR MORE YEARS	3	1.7	734	0.3
TOTAL	177	100.0	225807	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-09 ANNUAL VACATION PAY				
0 NO PROVISION	13	7.3	10026	4.4
1 REGULAR PAY	67	37.9	109657	48.6
2 PERCENTAGE OF YEARLY GROSS EARNINGS	55	31.1	52742	23.4
3 1 OR 2, WHICHEVER IS GREATER	40	22.6	53105	23.5
4 OTHER	2	1.1	275	0.1
TOTAL	177	100.0	225807	100.0
FIELD 10-10 VACATION CARRY-OVER				
0 NO PROVISION	90	50.8	95020	42.1
1 WITH LIMITATIONS	58	32.8	83096	36.8
2 WITHOUT LIMITATIONS	-	-	-	-
3 NOT ALLOWED	25	14.1	46941	20.8
4 OTHER	4	2.3	750	0.3
TOTAL	177	100.0	225807	100.0
FIELD 10-11 SPECIAL EXTENDED VACATIONS				
0 NO PROVISION	138	78.0	174648	77.3
1 EXTENDED VACATION AT CERTAIN TIMES OF THE YEAR	1	0.6	350	0.2
2 EXTENDED VACATION IN DESIGNATED YEARS OF SERVICE	30	16.9	45616	20.2
3 OTHER	8	4.5	5193	2.3
TOTAL	177	100.0	225807	100.0

SECTION 11 - LEAVE OF ABSENCE PROVISIONS

FIELD 11-01 BEREAVEMENT LEAVE (IMMEDIATE FAMILY)				
0 NO PROVISION	19	10.7	19311	8.6
1 ONE DAY	2	1.1	1383	0.6
2 TWO DAYS	2	1.1	430	0.2
3 THREE DAYS	80	45.2	85543	37.9
4 FOUR DAYS	4	2.3	2256	1.0
5 FIVE DAYS	19	10.7	19409	8.6
6 LEAVE VARIES DEPENDING ON CIRCUMSTANCES	42	23.7	77779	34.4
7 LEAVE MENTIONED BUT LENGTH NOT SPECIFIED	6	3.4	17642	7.8
8 OTHER	3	1.7	2054	0.9
TOTAL	177	100.0	225807	100.0
FIELD 11-02 LEAVE FOR COURT OR JURY DUTY				
0 NO PROVISION	26	14.7	37397	16.6
1 PROVISION FOR FULL REGULAR PAY	151	85.3	188410	83.4
2 OTHER (NOT SPECIFIED OR LESS THAN FULL REGULAR PAY)	-	-	-	-
TOTAL	177	100.0	225807	100.0
FIELD 11-03 LEAVE FOR UNION BUSINESS (OTHER THAN HANDLING OF GRIEVANCES)				
0 NO PROVISION	34	19.2	45587	20.2
1 PAID LEAVE	10	5.6	7310	3.2
2 UNPAID LEAVE	83	35.6	107159	47.5
3 PAID OR UNPAID LEAVE - DEPENDS ON CIRCUMSTANCES	68	38.4	65017	28.8
4 OTHER	2	1.1	728	0.3
TOTAL	177	100.0	225807	100.0

INDUSTRIAL COMPOSITE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 11-04 PAID LEAVE: MARRIAGE				
0 NO PROVISION	152	85.9	142605	63.2
1 PROVISION EXISTS, BUT IS NOT SPECIFIED	1	0.6	294	0.1
2 ONE DAY	3	1.7	11360	5.0
3 TWO DAYS	-	-	-	-
4 THREE DAYS	13	7.3	40386	17.9
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	8	4.5	31162	13.8
7 OTHER	-	-	-	-
TOTAL	177	100.0	225807	100.0
FIELD 11-05 ELIGIBILITY FOR MATERNITY LEAVE				
0 NO PROVISION	154	87.0	210377	93.2
1 ONE MONTHS' SERVICE	-	-	-	-
2 TWO TO SIX MONTHS' SERVICE	15	8.5	7936	3.5
3 MORE THAN SIX MONTHS	3	1.7	3873	1.7
4 OTHER	5	2.8	3621	1.6
TOTAL	177	100.0	225807	100.0
FIELD 11-06 MATERNITY LEAVE: MAXIMUM DURATION (BASIC LEAVE)				
0 NO PROVISION	60	33.9	80888	35.8
1 17 WEEKS	6	3.4	3929	1.7
2 18 WEEKS	32	18.1	21108	9.3
3 19 - 25 WEEKS	15	8.5	9966	4.4
4 26 WEEKS	37	20.9	77280	34.2
5 27 - 52 WEEKS	8	4.5	4475	2.0
6 VARIES ACCORDING TO LENGTH OF SERVICE	1	0.6	1600	0.7
7 NOT SPECIFIED, CANNOT DETERMINE	8	4.5	12546	5.6
8 OTHER	10	5.6	14013	6.2
TOTAL	177	100.0	225807	100.0
FIELD 11-07 MATERNITY LEAVE WITH PAY				
0 NO PROVISION	172	97.2	222733	98.6
1 WEEKLY INDEMNITY OR GROUP INSURANCE PLAN	-	-	-	-
2 USE OF SICK LEAVE	-	-	-	-
3 LEAVE OF ABSENCE, NO PAY LOSS	-	-	-	-
4 OTHER	5	2.8	3074	1.4
TOTAL	177	100.0	225807	100.0
FIELD 11-08 SENIORITY DURING MATERNITY LEAVE				
0 NO PROVISION	88	49.7	128466	56.9
1 SENIORITY RETAINED	44	24.9	63417	28.1
2 SENIORITY ACCUMULATED	23	13.0	14062	6.2
3 NOT MENTIONED IF SENIORITY RETAINED OR ACCUMMULATED	14	7.9	16280	7.2
4 SENIORITY ACCUMULATED UP TO CERTAIN PERIOD, THEN RETAINED	1	0.6	100	0.0
5 OTHER	7	4.0	3542	1.6
TOTAL	177	100.0	225807	100.0
FIELD 11-09 PAID LEAVE: PATERNITY				
0 NO PROVISION	135	76.3	143796	63.7
1 NOT SPECIFIC	-	-	-	-
2 ONE DAY	24	13.6	72992	32.3
3 TWO DAYS	3	1.7	911	0.4
4 THREE DAYS	-	-	-	-
5 FOUR DAYS	2	1.1	340	0.2
6 FIVE DAYS	1	0.6	172	0.1
7 OTHER	12	6.8	7596	3.4
TOTAL	177	100.0	225807	100.0

INDUSTRIAL COMPOSITE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 11-10 LEAVE - ADOPTION				
0 NO PROVISION	119	67.2	137630	61.0
1 PAID LEAVE	3	1.7	1353	0.6
2 UNPAID LEAVE	52	29.4	86124	38.1
3 OTHER	3	1.7	700	0.3
TOTAL	177	100.0	225807	100.0
FIELD 11-11 LEAVE: EDUCATION				
0 NO PROVISION	117	66.1	87496	38.7
1 LEAVE WITH FULL PAY	10	5.6	3736	1.7
2 LEAVE WITH PARTIAL PAY	-	-	-	-
3 LEAVE WITHOUT PAY	18	10.2	55270	24.5
4 LEAVE PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	4	2.3	680	0.3
5 OTHER	28	15.8	78621	34.8
TOTAL	177	100.0	225807	100.0
FIELD 11-12 SICK FAMILY MEMBER CARE LEAVE				
0 NO PROVISION	141	79.7	136332	60.4
1 ONE DAY	1	0.6	108	0.0
2 TWO DAYS	7	4.0	26510	11.7
3 THREE DAYS	-	-	-	-
4 FOUR DAYS	-	-	-	-
5 FIVE DAYS	2	1.1	271	0.1
6 PROVIDED FOR, BUT DEDUCTED FROM SICK LEAVE	11	6.2	2516	1.1
7 OTHER	15	8.5	60078	26.6
TOTAL	177	100.0	225807	100.0
FIELD 11-13 MAINTENANCE OF BENEFITS ON LIMITED LAYOFFS OR LEAVE OF ABSENCE				
0 NO PROVISION	95	53.7	97656	43.2
1 EMPLOYEE TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	20	11.3	12423	5.5
2 EMPLOYEE PARTIALLY RESPONSIBLE (MAKE UP CONTRIBUTION DURING OR AFTER ABSENCE)	18	10.2	67490	29.9
3 EMPLOYER TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	6	3.4	2706	1.2
4 MENTIONED BUT NOT SPECIFIED	2	1.1	410	0.2
5 OTHER	36	20.3	45120	20.0
TOTAL	177	100.0	225807	100.0
FIELD 11-14 PERSONAL LEAVE OF ABSENCE (UNPAID)				
0 NO PROVISION	36	20.3	42656	18.9
1 PROVISION	141	79.7	183151	81.1
TOTAL	177	100.0	225807	100.0

SECTION 12 - HEALTH AND WELFARE PROVISIONS

FIELD 12-01 TYPE OF HEALTH AND WELFARE COVERAGE				
0 NO PROVISION	15	8.5	4237	1.9
1 HEALTH AND WELFARE FUND	26	14.7	43571	19.3
2 SERIES OF PLANS	132	74.6	169749	75.2
3 OTHER	4	2.3	8250	3.7
TOTAL	177	100.0	225807	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-02 SERVICE REQUIREMENT TO QUALIFY FOR HEALTH AND WELFARE				
0 NO PROVISION	79	44.6	70301	31.1
1 IMMEDIATELY ON BEING EMPLOYED	7	4.0	7503	3.3
2 ONE MONTH	6	3.4	2656	1.2
3 THREE MONTHS	7	4.0	25119	11.1
4 SIX MONTHS	8	4.5	3310	1.5
5 ONE YEAR	-	-	-	-
6 VARIES ACCORDING TO PARTICULAR BENEFIT	55	31.1	108612	48.1
7 OTHER	15	8.5	8306	3.7
TOTAL	177	100.0	225807	100.0
FIELD 12-03 EMPLOYER CONTRIBUTION TO HEALTH AND WELFARE FUND				
0 NO HEALTH AND WELFARE FUND	150	84.7	183074	81.1
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	2	1.1	3000	1.3
3 30 - 39 CENTS PER HOUR	1	0.6	851	0.4
4 40 - 49 CENTS PER HOUR	5	2.8	10890	4.8
5 50 - 74 CENTS PER HOUR	2	1.1	662	0.3
6 75 CENTS - $1.00 PER HOUR	6	3.4	10875	4.8
7 MORE THAN $1.00 PER HOUR	5	2.8	10250	4.5
8 FUND MENTIONED BUT AMOUNT NOT SPECIFIED	1	0.6	130	0.1
9 OTHER	5	2.8	6075	2.7
TOTAL	177	100.0	225807	100.0
FIELD 12-04 EMPLOYER CONTRIBUTION TO BASIC HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	18	10.2	9576	4.2
1 100% OF PREMIUM	92	52.0	144432	64.0
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	2	1.1	3000	1.3
3 75% OF PREMIUM	7	4.0	14578	6.5
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	11	6.2	3404	1.5
5 50% OF PREMIUM	24	13.6	11633	5.2
6 LESS THAN 50% OF PREMIUM	1	0.6	110	0.0
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	2	1.1	917	0.4
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	19	10.7	38037	16.8
10 OTHER	1	0.6	120	0.1
TOTAL	177	100.0	225807	100.0
FIELD 12-05 EMPLOYER CONTRIBUTION TO EXTENDED HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	32	18.1	14320	6.3
1 100% OF PREMIUM	86	48.6	145104	64.3
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	2	1.1	3000	1.3
3 75% OF PREMIUM	7	4.0	14578	6.5
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	10	5.6	3248	1.4
5 50% OF PREMIUM	16	9.0	5928	2.6
6 LESS THAN 50% OF PREMIUM	1	0.6	110	0.0
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	3	1.7	1232	0.5
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	20	11.3	38287	17.0
10 OTHER	-	-	-	-
TOTAL	177	100.0	225807	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-06 TYPE OF PAID SICK LEAVE				
0 PLAN NOT MENTIONED IN AGREEMENT	38	21.5	48106	21.3
1 FLAT ALLOWANCE (IN TIME PER MONTH, YEAR, ETC.)	55	31.1	45181	20.0
2 GRADUATED ALLOWANCE ACCORDING TO SERVICE	5	2.8	7966	3.5
3 ALLOWANCE PER DISABILITY	1	0.6	851	0.4
4 FLAT AMOUNT IN LIEU OF SICK PAY (E.G.$3 PER MONTH)	-	-	-	-
5 WEEKLY INDEMNITY PLAN	33	18.6	68562	30.4
6 BOTH SICK LEAVE AND WEEKLY INDEMNITY PLAN	38	21.5	50164	22.2
7 OTHER	7	4.0	4957	2.2
TOTAL	177	100.0	225807	100.0
FIELD 12-07 NUMBER OF DAYS PAID SICK LEAVE PER YEAR				
0 NO PROVISION	75	42.4	118020	52.3
1 ONE TO SIX DAYS	25	14.1	44419	19.7
2 SEVEN TO TWELVE DAYS	16	9.0	6530	2.9
3 THIRTEEN TO FIFTEEN DAYS	10	5.6	6931	3.1
4 SIXTEEN TO EIGHTEEN DAYS	23	13.0	34131	15.1
5 NINETEEN OR MORE DAYS	7	4.0	3004	1.3
6 VARIES WITH LENGTH OF SERVICE	10	5.6	8004	3.5
7 OTHER	11	6.2	4768	2.1
TOTAL	177	100.0	225807	100.0
FIELD 12-08 MAXIMUM ACCUMULATION OF UNUSED PAID SICK LEAVE				
0 NO PROVISION	106	59.9	169385	75.0
1 30 DAYS OR LESS	13	7.3	5740	2.5
2 31 TO 90 DAYS	6	3.4	2059	0.9
3 91 TO 120 DAYS	9	5.1	2154	1.0
4 121 TO 150 DAYS	10	5.6	2304	1.0
5 151 TO 200 DAYS	10	5.6	32655	14.5
6 201 TO 250 DAYS	2	1.1	384	0.2
7 MORE THAN 250 DAYS, BUT LIMITED	6	3.4	2475	1.1
8 UNLIMITED ACCUMULATION	5	2.8	3930	1.7
9 OTHER	10	5.6	4721	2.1
TOTAL	177	100.0	225807	100.0
FIELD 12-09 CONVERSION OF UNUSED SICK LEAVE				
0 NO PROVISION	121	68.4	179482	79.5
1 ANNUAL CONVERSION TO CASH OR DAYS OFF	7	4.0	1676	0.7
2 FULL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	1	0.6	504	0.2
3 PARTIAL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	20	11.3	34639	15.3
4 COMBINATION	8	4.5	1937	0.9
5 OTHER	20	11.3	7569	3.4
TOTAL	177	100.0	225807	100.0
FIELD 12-10 EMPLOYER CONTRIBUTION TO SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	101	57.1	97195	43.0
1 100% OF PREMIUM	53	29.9	98010	43.4
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	1	0.6	2677	1.2
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	6	3.4	2554	1.1
5 50% OF PREMIUM	3	1.7	481	0.2
6 LESS THAN 50% OF PREMIUM	1	0.6	3263	1.4
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	11	6.2	20400	9.0
9 OTHER	1	0.6	1227	0.5
TOTAL	177	100.0	225807	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-11 MAXIMUM PERIOD OF SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	94	53.1	94714	41.9
1 LESS THAN 12 WEEKS	-	-	-	-
2 13 WEEKS	-	-	-	-
3 26 WEEKS	25	14.1	48908	21.7
4 39 WEEKS	3	1.7	829	0.4
5 52 WEEKS	20	11.3	43255	19.2
6 VARIES ACCORDING TO LENGTH OF SERVICE	4	2.3	15626	6.9
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	21	11.9	17944	7.9
8 OTHER	10	5.6	4531	2.0
TOTAL	177	100.0	225807	100.0
FIELD 12-12 MAXIMUM AMOUNT OF SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	94	53.1	94644	42.0
1 $100 OR LESS	-	-	-	-
2 $101 TO $150 PER WEEK	-	-	-	-
3 $151 TO $200 PER WEEK	1	0.6	501	0.2
4 MORE THAN $200 PER WEEK	24	13.6	47548	21.1
5 PERCENTAGE OF EARNINGS	36	20.3	67915	30.1
6 EQUAL TO MAXIMUM UNEMPLOYMENT INSURANCE BENEFIT	2	1.1	587	0.3
7 VARIES ACCORDING TO EARNINGS	7	4.0	4410	2.0
8 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	12	6.8	9765	4.3
9 OTHER	1	0.6	238	0.1
TOTAL	177	100.0	225807	100.0
FIELD 12-13 LONG-TERM INCOME CONTINUANCE INSURANCE PLAN				
0 NO PROVISION	99	55.9	87009	38.5
1 PROVISION	78	44.1	138798	61.5
TOTAL	177	100.0	225807	100.0
FIELD 12-14 EMPLOYER CONTRIBUTION TO LIFE INSURANCE PLAN				
0 NO PROVISION	27	15.3	13858	6.1
1 100% OF PREMIUM	84	47.5	106048	47.0
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	2	1.1	414	0.2
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	6	3.4	2366	1.1
5 50% OF PREMIUM	20	11.3	8017	3.6
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	11	6.2	21326	9.4
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	21	11.9	38512	17.1
9 OTHER	6	3.4	35244	15.6
TOTAL	177	100.0	225807	100.0
FIELD 12-15 AMOUNT OF LIFE INSURANCE BENEFITS				
0 NO PROVISION	27	15.3	13858	6.1
1 $5,000 OR LESS	-	-	-	-
2 $5,001 TO $10,000	6	3.4	2206	1.0
3 $10,001 TO $15,000	4	2.3	852	0.4
4 $15,001 TO $20,000	9	5.1	3897	1.7
5 MORE THAN $20,000	32	18.1	110625	49.0
6 VARIES ACCORDING TO EARNINGS	47	26.6	26532	11.7
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	27	15.3	25825	11.4
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	21	11.9	38512	17.1
9 OTHER	4	2.3	3500	1.5
TOTAL	177	100.0	225807	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-16 EMPLOYER CONTRIBUTION TO ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	78	44.1	72740	32.2
1 100% OF PREMIUM	55	31.1	57804	25.6
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	3	1.7	1660	0.7
5 50% OF PREMIUM	9	5.1	3605	1.6	
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	3	1.7	11215	5.0
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	24	13.6	42363	18.8
10 OTHER	5	2.8	36420	16.1
TOTAL	177	100.0	225807	100.0
FIELD 12-17 MAXIMUM AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	78	44.1	72740	32.2
1 $5,000 OR LESS	1	0.6	113	0.1
2 $5,001 TO $10,000	6	3.4	2206	1.0
3 $10,001 TO $15,000	4	2.3	852	0.4
4 $15,001 TO $20,000	7	4.0	3422	1.5
5 MORE THAN $20,000	27	15.3	79205	35.1
6 VARIES ACCORDING TO EARNINGS	19	10.7	9431	4.2
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	8	4.5	12824	5.7
8 HEALTH AND WELFARE FUND MENTIONED, BUT INDIVIDUAL BENEFITS NOT SPECIFIED	24	13.6	42363	18.8
9 OTHER	3	1.7	2651	1.2
TOTAL	177	100.0	225807	100.0
FIELD 12-18 EMPLOYER CONTRIBUTION TO DENTAL PLAN				
0 NO PROVISION	25	14.1	12390	5.5
1 100% OF PREMIUM	76	42.9	137149	60.7
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	4	2.3	3415	1.5
3 75% OF PREMIUM	10	5.6	4701	2.1
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	7	4.0	2893	1.3
5 50% OF PREMIUM	26	14.7	11451	5.1
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	7	4.0	14445	6.4
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	22	12.4	39363	17.4
9 OTHER	-	-	-	-
TOTAL	177	100.0	225807	100.0
FIELD 12-19 TYPE OF DENTAL WORK COVERED				
0 NO PROVISION	25	14.1	12390	5.5
1 BASIC (A)	3	1.7	1045	0.5
2 BASIC AND EXTENDED (A AND B)	26	14.7	12106	5.4
3 BASIC AND ORTHODONTICS (A AND C)	1	0.6	238	0.1
4 BASIC AND EXTENDED AND ORTHODONTICS (A, B AND C)	77	43.5	150310	66.6
5 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	22	12.4	10242	4.5
6 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	22	12.4	39363	17.4
7 OTHER	1	0.6	113	0.1
TOTAL	177	100.0	225807	100.0
FIELD 12-20 AVAILABILITY OF PENSION FUND				
0 NO PROVISION	51	28.8	50452	22.3
1 PROVISION	126	71.2	175355	77.7
TOTAL	177	100.0	225807	100.0

INDUSTRIAL COMPOSITE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-21 ADMINISTRATION OF PENSION FUND				
0 NO PROVISION	72	40.7	64152	28.4
1 UNION	18	10.2	24280	10.8
2 MANAGEMENT	16	9.0	10634	4.7
3 JOINT UNION MANAGEMENT ADMINISTRATION	15	8.5	27551	12.2
4 ADMINISTERED BY SEPARATE TRUSTEES	-	-	-	-
5 MUNICIPAL/PROVINCIAL GOVERNMENT	45	25.4	80687	35.7
6 OTHER	11	6.2	18495	8.2
TOTAL	177	100.0	225807	100.0
FIELD 12-22 RETIREMENT AGE PRACTICES				
0 NO PROVISION	109	61.6	146465	64.9
1 PROVISION	68	38.4	79342	35.1
TOTAL	177	100.0	225807	100.0

SECTION 13 - GRIEVANCE AND ARBITRATION PROCEDURES

FIELD 13-01 INITIAL PRESENTATION OF GRIEVANCE TO MANAGEMENT				
0 NO PROVISION	4	2.3	24637	10.9
1 BY EMPLOYEE WITHOUT UNION REPRESENTATIVE PRESENT	20	11.3	23154	10.3
2 BY EMPLOYEE WITH UNION REPRESENTATIVE	33	18.6	12387	5.5
3 BY EMPLOYEE CHOICE OF WITH OR WITHOUT UNION REPRESENTATIVE	71	40.1	115451	51.1
4 BY UNION REPRESENTATIVE	15	8.5	20478	9.1
5 BY GRIEVANCE COMMITTEE	4	2.3	6546	2.9
6 BY WRITTEN NOTICE	18	10.2	11417	5.1
7 BY ONE OF SEVERAL ALTERNATIVE PROCEDURES	7	4.0	10223	4.5
8 OTHER	5	2.8	1514	0.7
TOTAL	177	100.0	225807	100.0
FIELD 13-02 LENGTH OF TIME TO INITIATE GRIEVANCE				
0 NO PROVISION	31	17.5	47807	21.2
1 72 HOURS OR LESS	5	2.8	1034	0.5
2 FIVE DAYS	14	7.9	6475	2.9
3 ONE WEEK	13	7.3	31008	13.7
4 TEN DAYS	19	10.7	15683	6.9
5 TWO WEEKS	13	7.3	23533	10.4
6 THREE WEEKS	-	-	-	-
7 ONE MONTH	32	18.1	60989	27.0
8 TWO MONTHS	-	-	-	-
9 VARIES BY TYPE OF GRIEVANCE	12	6.8	16129	7.1
10 OTHER	38	21.5	23149	10.3
TOTAL	177	100.0	225807	100.0
FIELD 13-03 ACCELERATED PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES				
0 NO PROVISION	94	53.1	109471	48.5
1 PROVISION	83	46.9	116336	51.5
TOTAL	177	100.0	225807	100.0
FIELD 13-04 STATUS QUO ANTE IN DISCIPLINE CASES				
0 NO PROVISION	171	96.6	192167	85.1
1 PROVISION	6	3.4	33640	14.9
TOTAL	177	100.0	225807	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 13-05 CLEARING AN EMPLOYEE RECORD IN DISCIPLINARY CASES				
0 NO PROVISION	130	73.4	165665	73.4
1 PROVISION	47	26.6	60142	26.6
TOTAL	177	100.0	225807	100.0
FIELD 13-06 COMPENSATION BY EMPLOYER FOR GRIEVANCE WORK TO UNION REPRESENTATIVES				
0 NO PROVISION	138	78.0	157591	69.8
1 PROVISION	39	22.0	68216	30.2
TOTAL	177	100.0	225807	100.0
FIELD 13-07 ARBITRATION				
0 AS REQUIRED BY LEGISLATION	5	2.8	30503	13.5
1 SINGLE ARBITRATOR	36	20.3	30481	13.5
2 PERMANENT UMPIRE (NAMED)	11	6.2	4743	2.1
3 TRIPARTITE BOARD	71	40.1	75542	33.5
4 ARBITRATION COMMITTEE OF MORE THAN 3 PEOPLE	-	-	-	-
5 CHOICE OF ALTERNATIVES	48	27.1	81900	36.3
6 OTHER	6	3.4	2638	1.2
TOTAL	177	100.0	225807	100.0
FIELD 13-08 OFFICER APPOINTMENT BY LABOUR RELATIONS BOARD UNDER SECTION 96 OF THE LABOUR CODE				
0 NOT PROHIBITED (OR NO MENTION)	159	89.8	205970	91.2
1 SPECIFICALLY PROHIBITED BY THE AGREEMENT	18	10.2	19837	8.8
TOTAL	177	100.0	225807	100.0
FIELD 13-09 REFERENCE TO SECTION 112 LABOUR CODE, SHARE OF COST OF GRIEVANCE RECOMMENDATIONS				
0 NO PROVISION	158	89.3	200398	88.7
1 PROVISION	19	10.7	25409	11.3
TOTAL	177	100.0	225807	100.0

SECTION 14 - OCCUPATIONAL SAFETY AND HEALTH

FIELD 14-01 OCCUPATIONAL SAFETY AND HEALTH				
0 NO PROVISION	55	31.1	33719	14.9
1 JOINT SAFETY COMMITTEE	117	66.1	176729	78.3
2 OTHER	5	2.8	15349	6.8
TOTAL	177	100.0	225807	100.0
FIELD 14-02 SAFETY COMMITTEE FUNCTIONS				
0 NO SAFETY COMMITTEE PROVISION	61	34.5	40954	18.1
1 SAFETY COMMITTEE FUNCTIONS NOT SPECIFIED	70	39.5	99456	44.0
2 RIGHT TO CALL SPECIAL/EMERGENCY MEETINGS	4	2.3	2178	1.0
3 RIGHT TO INITIATE ACTION OR RECOMMENDATIONS	1	0.6	2677	1.2
4 RIGHT TO UNDERTAKE INSPECTIONS	8	4.5	2194	1.0
5 COMBINATION OF 2 AND 3	2	1.1	652	0.3
6 COMBINATION OF 2 AND 4	6	3.4	6234	2.8
7 COMBINATION OF 2, 3 AND 4	23	13.0	69860	30.9
8 OTHER	2	1.1	1600	0.7
TOTAL	177	100.0	225807	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 14-03 PAY FOR TIME SPENT ON SAFETY COMMITTEE				
0 NO SAFETY COMMITTEE PROVISION	61	34.5	41725	18.5
1 NO PROVISION FOR PAY OF SAFETY COMMITTEE	73	41.2	91089	40.3
2 PROVISION FOR PAY OF SAFETY COMMITTEE	43	24.3	92993	41.2
TOTAL	177	100.0	225807	100.0
FIELD 14-04 SAFETY EQUIPMENT AND PROTECTIVE CLOTHING				
0 NO PROVISION	74	41.8	82696	36.6
1 EQUIPMENT SUPPLIED AT NO COST TO EMPLOYEE	81	45.8	116547	51.6
2 EQUIPMENT SUPPLIED AT SOME COST TO EMPLOYEE	6	3.4	9540	4.2
3 MONETARY ALLOWANCE PROVIDED FOR PERCENTAGE OF EQUIPMENT REPLACEMENT AT SOME COST	7	4.0	4162	1.8
4 OTHER	9	5.1	12862	5.7
TOTAL	177	100.0	225807	100.0
FIELD 14-05 RIGHT TO REFUSE DANGEROUS WORKING CONDITIONS				
0 NO PROVISION	123	69.5	140293	62.1
1 PROVISION	54	30.5	85514	37.9
TOTAL	177	100.0	225807	100.0
FIELD 14-06 VIDEO DISPLAY TERMINALS				
0 NO PROVISION	150	84.7	176069	78.9
1 PREGNANT EMPLOYEES RIGHT TO BE REASSIGNED OR TAKE LEAVE OF ABSENCE	11	6.2	10910	4.8
2 RESTRICTION ON HOURS/REST BREAKS	-	-	-	-
3 COMBINATION OF 1 AND 2	10	5.6	34765	15.4
4 OTHER	6	3.4	2063	0.9
TOTAL	177	100.0	225807	100.0
FIELD 14-07 ALCOHOL AND DRUG REHABILITATION PROGRAM				
0 NO PROVISION	158	89.3	172139	76.2
1 PROVISION	19	10.7	53668	23.8
TOTAL	177	100.0	225807	100.0

SECTION 15 - MISCELLANEOUS PROVISIONS

FIELD 15-01 LABOUR-MANAGEMENT COMMITTEE				
0 NO PROVISION	93	52.5	116309	51.5
1 PROVISION	84	47.5	109498	48.5
TOTAL	177	100.0	225807	100.0
FIELD 15-02 SEXUAL HARASSMENT				
0 NO PROVISION	141	79.7	170461	75.5
1 POLICY STATEMENT ONLY	10	5.6	13102	5.8
2 POLICY AND/OR COMPLAINT PROCEDURE	23	13.0	41390	18.3
3 MENTIONED BUT NOT SPECIFIED	3	1.7	794	0.4
TOTAL	177	100.0	225807	100.0
FIELD 15-03 DAY CARE FACILITIES FOR CHILDREN OF EMPLOYEES				
0 NO PROVISION	170	96.0	187415	83.0
1 PROVISION	7	4.0	38392	17.0
TOTAL	177	100.0	225807	100.0

INDUSTRIAL COMPOSITE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 15=04 JOB EVALUATION PLAN				
0 NO PROVISION	131	74.0	84969	37.6
1 PROVISION	46	26.0	140838	62.4
TOTAL	177	100.0	225807	100.0
FIELD 15=05 MOVING EXPENSES OR ALLOWANCE				
0 NO PROVISION	153	86.4	174643	77.3
1 PROVISION	24	13.6	51164	22.7
TOTAL	177	100.0	225807	100.0
FIELD 15=06 WORK CLOTHING AND/OR UNIFORM ALLOWANCES				
0 NO PROVISION	82	46.3	94156	41.7
1 PROVISION	95	53.7	131651	58.3
TOTAL	177	100.0	225807	100.0
FIELD 15=07 TOOL ALLOWANCE				
0 NO PROVISION	102	57.6	96583	42.8
1 PROVISION	75	42.4	129224	57.2
TOTAL	177	100.0	225807	100.0

PART I: b
MINING

(13 agreements covering 9,160 employees)

MINING

SECTION 1 - GENERAL INFORMATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 1-01 PARTIES TO AGREEMENT				
0 SINGLE LOCAL - SINGLE EMPLOYER	11	84.6	5020	54.8
1 SINGLE LOCAL - MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	1	7.7	140	1.5
2 MULTI-LOCAL (SAME UNION) AND SINGLE EMPLOYER	1	7.7	4000	43.7
3 MULTI-LOCAL (SAME UNION) AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	-	-	-	-
4 MULTI-UNION AND SINGLE EMPLOYER	-	-	-	-
5 MULTI-UNION AND MULTI-EMPLOYER OR EMPLOYERS'ASSOCIATION	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 1-02 SIZE OF BARGAINING UNIT				
0 UNDER 100 EMPLOYEES	-	-	-	-
1 100 - 199 EMPLOYEES	2	15.4	252	2.8
2 200 - 499 EMPLOYEES	5	38.5	1658	18.1
3 500 - 999 EMPLOYEES	4	30.8	2200	24.0
4 1000 - 4999 EMPLOYEES	2	15.4	5050	55.1
5 5000 - 9,999 EMPLOYEES	-	-	-	-
6 10,000 OR MORE EMPLOYEES	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 1-03 JURISDICTION OF AGREEMENT				
0 PROVINCIAL	13	100.0	9160	100.0
1 FEDERAL	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 1-04 SECTOR				
0 PRIVATE	13	100.0	9160	100.0
1 PUBLIC	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 1-05 TERM OF AGREEMENT				
0 1 YEAR	1	7.7	700	7.6
1 MORE THAN 1 YEAR, LESS THAN 2	-	-	-	-
2 2 YEARS	5	38.5	6040	65.9
3 MORE THAN 2 YEARS, LESS THAN 3	3	23.1	1271	13.9
4 3 YEARS	4	30.8	1149	12.5
5 MORE THAN 3 YEARS	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 1-06 EXPIRY DATE OF AGREEMENT				
0 2ND HALF OF 1984	-	-	-	-
1 1ST HALF OF 1985	1	7.7	1050	11.5
2 2ND HALF OF 1985	6	46.2	5708	62.3
3 1ST HALF OF 1986	3	23.1	1290	14.1
4 2ND HALF OF 1986	1	7.7	500	5.5
5 1ST HALF OF 1987	2	15.4	612	6.7
6 2ND HALF OF 1987	-	-	-	-
7 LATER THAN 1987	-	-	-	-
TOTAL	13	100.0	9160	100.0

MINING

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 1-07 GEOGRAPHICAL BREAKDOWN				
0 EAST AND WEST KOOTENAYS	6	46.2	6220	67.9
1 OKANAGAN	1	7.7	300	3.3
2 SOUTHERN INTERIOR	1	7.7	353	3.9
3 LOWER COAST AND LOWER MAINLAND	-	-	-	-
4 VANCOUVER ISLAND	1	7.7	700	7.6
5 CENTRAL INTERIOR	2	15.4	737	8.0
6 PEACE RIVER	-	-	-	-
7 NORTH WEST	2	15.4	850	9.3
8 TWO OR MORE REGIONS	-	-	-	-
9 INTER-PROVINCIAL	-	-	-	-
TOTAL	13	100.0	9160	100.0

SECTION 2 - MANAGEMENT RIGHTS AND UNION SECURITY

FIELD 2-01 MANAGEMENT RIGHTS CLAUSE				
0 NO PROVISION	1	7.7	418	4.6
1 GENERAL STATEMENT OF MANAGEMENT RIGHTS	6	46.2	5489	59.9
2 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS WITH MANAGEMENT	1	7.7	1050	11.5
3 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS NOT SPECIFIED	5	38.5	2203	24.1
4 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 2-02 CONTRACTING OUT				
0 NO PROVISION	5	38.5	5693	62.2
1 CONTRACTING OUT RESTRICTED TO OTHER UNION EMPLOYEES	-	-	-	-
2 CONTRACTING OUT RESTRICTED - NO DISPLACEMENT OF PRESENT EMPLOYEES	4	30.8	1899	20.7
3 CONTRACTING OUT RESTRICTED - PAYMENT OF UNION WAGE RATE REQUIRED	-	-	-	-
4 CONTRACTING OUT RESTRICTED - COMBINATION OF 1. 2. AND/OR 3	1	7.7	300	3.3
5 CONTRACTING OUT PROHIBITED ENTIRELY	-	-	-	-
6 OTHER	3	23.1	1268	13.8
TOTAL	13	100.0	9160	100.0
FIELD 2-03 UNION SECURITY CLAUSE				
0 NO PROVISION	4	30.8	5690	62.1
1 CLOSED SHOP	-	-	-	-
2 UNION SHOP	4	30.8	1330	14.5
3 MODIFIED UNION SHOP (COMPULSORY MEMBERSHIP FOR NEW EMPLOYEES)	4	30.8	1640	17.9
4 MAINTENANCE OF MEMBERSHIP	1	7.7	500	5.5
5 RAND FORMULA	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 2-04 AUTHORIZATION OF DUES CHECK-OFF				
0 NO PROVISION	-	-	-	-
1 VOLUNTARY	-	-	-	-
2 COMPULSORY FOR ALL EMPLOYEES (ALL EMPLOYEES MUST BE UNION MEMBERS)	4	30.8	1330	14.5
3 COMPULSORY FOR ALL EMPLOYEES (NOT ALL EMPLOYEES MUST BE UNION MEMBERS)	4	30.8	1640	17.9
4 COMPULSORY FOR ALL EMPLOYEES (UNION MEMBERSHIP UNSPECIFIED)	4	30.8	5690	62.1
5 COMPULSORY FOR UNION MEMBERS ONLY	-	-	-	-
6 OTHER	1	7.7	500	5.5
TOTAL	13	100.0	9160	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 2-05 RIGHT TO REFUSE TO CROSS PICKET LINES, HANDLE HOT CARGOES, ETC.				
0 NO PROVISION	11	84.6	8546	93.3
1 CROSS PICKET LINES	1	7.7	112	1.2
2 HOT CARGOES	-	-	-	-
3 NON-UNION WORKERS	-	-	-	-
4 COMBINATION OF 1, 2, AND/OR 3	1	7.7	500	5.5
5 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0

SECTION 3 - SENIORITY

FIELD 3-01 SENIORITY UNIT				
0 NO PROVISION	-	-	-	-
1 UNION HIRING HALL	-	-	-	-
2 EMPLOYER (PLANT, BARGAINING UNIT)	4	30.8	4990	54.5
3 DEPARTMENT (BRANCH, DIVISION)	-	-	-	-
4 CRAFT (OCCUPATION)	-	-	-	-
5 EMPLOYER AND DEPARTMENT	8	61.5	4058	44.3
6 EMPLOYER AND CRAFT	-	-	-	-
7 COMBINATION OF THE ABOVE	-	-	-	-
8 OTHER	1	7.7	112	1.2
TOTAL	13	100.0	9160	100.0
FIELD 3-02 LENGTH OF PROBATIONARY PERIOD				
0 NO PROVISION	1	7.7	418	4.6
1 ONE CALENDAR MONTH	-	-	-	-
2 TWO CALENDAR MONTHS	-	-	-	-
3 THREE CALENDAR MONTHS	-	-	-	-
4 SIX CALENDAR MONTHS	-	-	-	-
5 THIRTY WORKING DAYS	2	15.4	1050	11.5
6 FORTY-FIVE WORKING DAYS	3	23.1	2050	22.4
7 SIXTY WORKING DAYS	-	-	-	-
8 240 WORKING DAYS	-	-	-	-
9 OTHER	7	53.8	5642	61.6
TOTAL	13	100.0	9160	100.0
FIELD 3-03 SENIORITY DETERMINING PROMOTION				
0 NO PROVISION	1	7.7	418	4.6
1 STRAIGHT SENIORITY	-	-	-	-
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	3	23.1	4703	51.3
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	7	53.8	3427	37.4
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	2	15.4	612	6.7
5 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 3-04 SENIORITY DETERMINING LAYOFF				
0 NO PROVISION	-	-	-	-
1 STRAIGHT SENIORITY	-	-	-	-
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	8	61.5	6742	73.6
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	4	30.8	1918	20.9
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	1	7.7	500	5.5
5 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 3-05 NOTICE OF LAYOFF OR PAY IN LIEU OF NOTICE				
0 NO PROVISION	3	23.1	1690	18.4
1 LESS THAN 24 HOURS	-	-	-	-
2 24 HOURS TO 48 HOURS	1	7.7	4000	43.7
3 72 HOURS	-	-	-	-
4 ONE WEEK	1	7.7	237	2.6
5 TWO WEEKS	-	-	-	-
6 ONE MONTH	1	7.7	500	5.5
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	1	7.7	300	3.3
8 NOTICE MENTIONED, LENGTH NOT SPECIFIED	-	-	-	-
9 OTHER	6	46.2	2433	26.6
TOTAL	13	100.0	9160	100.0
FIELD 3-06 RECALL PROCEDURE				
0 NO PROVISION	-	-	-	-
1 STRAIGHT SENIORITY	-	-	-	-
2 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	10	76.9	7660	83.6
3 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE EQUAL	2	15.4	1000	10.9
4 SENIORITY CONSIDERED WITH OTHER FACTORS	1	7.7	500	5.5
5 UNION HIRING HALL REFERRAL	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 3-07 LOSS OF SENIORITY RECALL RIGHTS				
0 NO PROVISION	-	-	-	-
1 FAILURE TO REPORT WHEN NOTIFIED	-	-	-	-
2 AFTER A SPECIFIED PERIOD OFF WORK	-	-	-	-
3 EITHER FAILURE TO REPORT OR AFTER A SPECIFIC PERIOD OFF WORK	13	100.0	9160	100.0
TOTAL	13	100.0	9160	100.0
FIELD 3-08 RETENTION OF SENIORITY DURING LAYOFF				
0 NO PROVISION	1	7.7	300	3.3
1 LESS THAN SIX MONTHS	-	-	-	-
2 SIX MONTHS	-	-	-	-
3 SEVEN TO TWELVE MONTHS	-	-	-	-
4 TWELVE MONTHS	2	15.4	640	7.0
5 MORE THAN TWELVE MONTHS UP TO AND INCLUDING TWENTY-FOUR MONTHS	2	15.4	1468	16.0
6 MORE THAN TWENTY-FOUR MONTHS	-	-	-	-
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	7	53.8	6640	72.5
8 NOT SPECIFIED OR INDEFINITE	-	-	-	-
9 SENIORITY LOST ON LAYOFF	-	-	-	-
10 OTHER	1	7.7	112	1.2
TOTAL	13	100.0	9160	100.0
FIELD 3-09 RETENTION OF SENIORITY DURING ILLNESS OR INJURY				
0 NO PROVISION	6	46.2	2339	25.5
1 UP TO 1 YEAR	1	7.7	350	3.8
2 12 - 24 MONTHS	1	7.7	500	5.5
3 MORE THAN 24 MONTHS	-	-	-	-
4 VARIES BY TYPE OF INCAPACITATION	2	15.4	1118	12.2
5 OTHER	3	23.1	4853	53.0
TOTAL	13	100.0	9160	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 3-10 SENIORITY ON TRANSFER FROM BARGAINING UNIT				
0 NO PROVISION	8	61.5	6445	70.4
1 SENIORITY LOST ON TRANSFER	1	7.7	700	7.6
2 SENIORITY RETAINED FOR SPECIFIED PERIOD ONLY	2	15.4	1550	16.9
3 SENIORITY RETAINED INDEFINITELY	2	15.4	465	5.1
4 VARIES DEPENDING ON CIRCUMSTANCE OF TRANSFER	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 3-11 SUPER SENIORITY (SPECIAL SENIORITY) ON LAY-OFFS, ETC.				
0 NO PROVISION	8	61.5	6142	67.1
1 FOR UNION OFFICIALS	3	23.1	2100	22.9
2 SPECIAL SKILLS, APPRENTICES	-	-	-	-
3 COMBINATION OF ALTERNATIVES	2	15.4	918	10.0
4 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0
SECTION 4 - JOB OPPORTUNITY AND PROTECTION				
FIELD 4-01 JOB POSTING				
0 NO PROVISION	1	7.7	418	4.6
1 PROVISION	12	92.3	8742	95.4
TOTAL	13	100.0	9160	100.0
FIELD 4-02 PREFERRED EMPLOYMENT FOR OLDER OR DISABLED WORKERS (EXISTING EMPLOYEES)				
0 NO PROVISION	6	46.2	2549	27.8
1 OLDER WORKERS	-	-	-	-
2 DISABLED WORKERS	5	38.5	5758	62.9
3 COMBINATION OF BOTH OLDER AND DISABLED WORKERS	2	15.4	853	9.3
TOTAL	13	100.0	9160	100.0
FIELD 4-03 LIMITATION OF PART-TIME WORKERS, TRAINEES				
0 NO PROVISION	9	69.2	4220	46.1
1 PROVISION	4	30.8	4940	53.9
TOTAL	13	100.0	9160	100.0
FIELD 4-04 TRAINING OR RETRAINING (OTHER THAN TECHNOLOGICAL CHANGE)				
0 NO PROVISION	-	-	-	-
1 APPRENTICESHIP	4	30.8	2287	25.0
2 COMPANY PROVIDES ON-THE-JOB TRAINING EXPERIENCES	1	7.7	112	1.2
3 COMPANY SPONSORS OFF-PREMISES TRAINING PROGRAMS	-	-	-	-
4 1 AND 2	3	23.1	1268	13.8
5 1 AND 3	-	-	-	-
6 2 AND 3	2	15.4	640	7.0
7 1, 2 AND 3	2	15.4	4353	47.5
8 TRAINING AT EMPLOYEE INITIATION - COMPANY MAY OR MAY NOT REIMBURSE	-	-	-	-
9 LABOUR AND MANAGEMENT TRAINING PROGRAM	-	-	-	-
10 OTHER	1	7.7	500	5.5
TOTAL	13	100.0	9160	100.0

MINING

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 4-05 JOURNEYMAN-APPRENTICE RATIO				
0 NO PROVISION	13	100.0	9160	100.0
1 MAXIMUM 1 APPRENTICE FOR EACH JOURNEYMAN	-	-	-	-
2 MAXIMUM 1 APPRENTICE FOR EACH 2 JOURNEYMEN	-	-	-	-
3 MAXIMUM 1 APPRENTICE FOR EACH 3 JOURNEYMEN	-	-	-	-
4 MAXIMUM 1 APPRENTICE FOR EACH 4 JOURNEYMEN	-	-	-	-
5 MAXIMUM 1 APPRENTICE FOR EACH 5 JOURNEYMEN	-	-	-	-
6 MAXIMUM 1 APPRENTICE FOR EACH 6 OR MORE JOURNEYMEN	-	-	-	-
7 NOT SPECIFIED	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 4-06 DISTRIBUTION OF WORK DURING SLACK PERIODS/ WORK SHARING				
0 NO PROVISION	13	100.0	9160	100.0
1 REDUCTION IN NORMAL HOURS OF WORK	-	-	-	-
2 CHANGE IN TYPE OF WORK	-	-	-	-
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 4-07 RATE ON TEMPORARY REASSIGNMENT				
0 NO PROVISION	4	30.8	5155	56.3
1 REGULAR RATE OF EMPLOYEE	-	-	-	-
2 RATE OF TEMPORARY JOB OR REGULAR JOB - WHICHEVER IS GREATER	9	69.2	4005	43.7
3 RATE OF TEMPORARY JOB	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 4-08 GUARANTEED EMPLOYMENT OR EARNINGS				
0 NO PROVISION	13	100.0	9160	100.0
1 DAILY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
2 WEEKLY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
3 MONTHLY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
4 ANNUAL GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 4-09 MOONLIGHTING				
0 NO PROVISION	13	100.0	9160	100.0
1 PROHIBITED	-	-	-	-
2 PERMITTED - WITH RESTRICTIONS	-	-	-	-
3 PERMITTED - WITHOUT RESTRICTIONS	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 4-10 CLASSIFICATION OF NEWLY-CREATED JOBS				
0 NO PROVISION	8	61.5	6995	76.4
1 UNION-MANAGEMENT CONSULTATION ONLY	1	7.7	350	3.8
2 ARBITRATION IF CONSULTATION FAILS	3	23.1	765	8.4
3 OTHER	1	7.7	1050	11.5
TOTAL	13	100.0	9160	100.0

SECTION 5 - TECHNOLOGICAL CHANGE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 5-01 TECHNOLOGICAL CHANGE, ADVANCE NOTICE TO UNION				
0 NO PROVISION	2	15.4	4350	47.5
1 LESS THAN THREE MONTHS	5	38.5	215	23.5
2 THREE MONTHS	1	7.7	1050	11.5
3 SIX MONTHS	1	7.7	353	3.9
4 MORE THAN SIX MONTHS	-	-	-	-
5 NOTICE MENTIONED - TIME NOT SPECIFIED	4	30.8	1252	13.7
6 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 5-02 CONSULTATION IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	8	61.5	6573	71.8
1 CONSULTATION VIA SPECIAL LABOUR-MANAGEMENT COMMITTEE	-	-	-	-
2 CONSULTATION - DETAILS UNSPECIFIED	5	38.5	2587	28.2
3 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 5-03 ARBITRATION OF TECHNOLOGICAL CHANGE DISPUTE				
0 NO PROVISION	12	92.3	8860	96.7
1 PROVISION	1	7.7	300	3.3
TOTAL	13	100.0	9160	100.0
FIELD 5-04 TECHNOLOGICAL CHANGE: EMPLOYMENT SECURITY				
0 NO PROVISION	3	23.1	4640	50.7
1 STRAIGHT LAYOFF	-	-	-	-
2 LAYOFF WITH SEVERANCE PAY OR S.U.B.	8	61.5	3170	34.6
3 WORK FORCE REDUCED THROUGH ATTRITION OR EARLY RETIREMENT	-	-	-	-
4 SOME FORM OF WAGE OR EMPLOYMENT GUARANTEE (OTHER THAN S.U.B./SEVERANCE)	-	-	-	-
5 COMBINATION	2	15.4	1350	14.7
6 NO REDUCTION IN TOTAL NUMBER OF EMPLOYEES	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 5-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE PAY				
0 NO PROVISION	7	53.8	6602	72.1
1 LESS THAN ONE YEAR	1	7.7	350	3.8
2 ONE YEAR	3	23.1	1437	15.7
3 TWO YEARS	-	-	-	-
4 THREE YEARS	2	15.4	771	8.4
5 FOUR YEARS	-	-	-	-
6 FIVE YEARS	-	-	-	-
7 TEN YEARS	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 5=06 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	3	23.1	4640	50.7
1 ONE WEEK'S PAY PER YEAR OF SERVICE	1	7.7	500	5.5
2 ONE WEEKS'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	2	15.4	1053	11.5
3 VARIES ACCORDING TO LENGTH OF SERVICE	-	-	-	-
4 FLAT AMOUNT (E.G. $50/YEAR OR $500 ON TERMINATION, ETC.)	2	15.4	537	5.9
5 OTHER	5	38.5	2430	26.5
TOTAL	13	100.0	9160	100.0
FIELD 5=07 MAXIMUM AMOUNT OF SEVERANCE PAY				
0 NO PROVISION	7	53.8	5902	64.4
1 LESS THAN 20 WEEKS' PAY	4	30.8	2603	28.4
2 20 - 25 WEEKS' PAY	-	-	-	-
3 26 - 29 WEEKS' PAY	-	-	-	-
4 30 - 51 WEEKS' PAY	-	-	-	-
5 52 WEEK'S PAY OR MORE	-	-	-	-
6 NO MAXIMUM	2	15.4	655	7.2
7 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 5=08 TECHNOLOGICAL CHANGE: NOTICE OF PERMANENT LAYOFF				
0 NO PROVISION	9	69.2	7927	86.5
1 LESS THAN THREE MONTHS	1	7.7	418	4.6
2 THREE MONTHS OR MORE, LESS THAN SIX MONTHS	1	7.7	350	3.8
3 SIX MONTHS OR MORE, LESS THAN ONE YEAR	1	7.7	353	3.9
4 MENTIONED, NOT SPECIFIED	-	-	-	-
5 BY LENGTH OF SERVICE	-	-	-	-
6 OTHER	1	7.7	112	1.2
TOTAL	13	100.0	9160	100.0
FIELD 5=09 OPTIONS FOR EMPLOYEES RETAINED				
0 NO PROVISION	1	7.7	700	7.6
1 OPPORTUNITY TO BE TRAINED OR RETRAINED	5	38.5	2621	28.6
2 MAINTENANCE OF CURRENT WAGE RATE IF REQUIRED TO MOVE TO LOWER GRADED JOB	-	-	-	-
3 GUARANTEE OF ONLY SLIGHTLY LOWER PAY IF MOVED TO LOWER GRADED JOB	-	-	-	-
4 TRANSFER ALLOWANCE AND/OR PROGRAM	-	-	-	-
5 COMBINATION OF ABOVE ALTERNATIVES	7	53.8	5839	63.7
6 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 5=10 TRAINING IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	3	23.1	1340	14.6
1 COMPANY PROGRAM	4	30.8	2053	22.4
2 UNION PROGRAM OR JOINT COMPANY-UNION PROGRAM	-	-	-	-
3 COMPANY-UNION PROGRAM IN CONJUNCTION WITH PROVINCIAL AND/OR FEDERAL GOVERNMENT	-	-	-	-
4 TRAINING OR RETRAINING MENTIONED BUT NOT SPECIFIED	6	46.2	5767	63.0
5 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 5=11 TECHNOLOGICAL CHANGE: REOPENER				
0 NO PROVISION	13	100.0	9160	100.0
1 PROVISION	-	-	-	-
TOTAL	13	100.0	9160	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 5-12 TECHNOLOGICAL CHANGE: RELOCATON ALLOWANCE				
0 NO PROVISION	12	92.3	8810	96.2
1 EMPLOYER PAYS FULL COST	-	-	-	-
2 EMPLOYER PAYS PERCENTAGE OF COST	-	-	-	-
3 EMPLOYER PAYS PERCENTAGE OF COST, BUT MAXIMUM NOT SPECIFIED	-	-	-	-
4 FLAT AMOUNT	-	-	-	-
5 OTHER	1	7.7	350	3.8
TOTAL	13	100.0	9160	100.0

SECTION 6 - COMPENSATION PRACTICE AND RELATED PROVISIONS

FIELD 6-01 FREQUENCY OF DEFERRED WAGE INCREASES				
0 NO WAGE ADJUSTMENTS DEFERRED DURING LIFE OF AGREEMENT	3	23.1	4640	50.7
1 WAGE ADJUSTMENT EVERY SIX MONTHS	-	-	-	-
2 WAGE ADJUSTMENT YEARLY	7	53.8	2733	29.8
3 IRREGULARLY SCHEDULED WAGE INCREASES	2	15.4	737	8.0
4 VARIES FOR DIFFERENT CATEGORIES OF WORKERS	-	-	-	-
5 OTHER	1	7.7	1050	11.5
TOTAL	13	100.0	9160	100.0
FIELD 6-02 OTHER WAGE ADJUSTMENTS				
0 NO PROVISION	10	76.9	7298	79.7
1 DATE SPECIFIED, AMOUNT DETERMINED LATER	-	-	-	-
2 REOPENER CLAUSE - MUTUAL CONSENT REQUIRED	1	7.7	700	7.6
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	2	15.4	1162	12.7
TOTAL	13	100.0	9160	100.0
FIELD 6-03 SEVERANCE PAY				
0 NO PROVISION	10	76.9	7498	81.9
1 SEVERANCE PAY PLAN	1	7.7	500	5.5
2 LAYOFF BENEFITS PLAN	-	-	-	-
3 SEVERANCE PAY AND LAYOFF BENEFITS PLAN	1	7.7	112	1.2
4 PLAN EXISTS: NO DETAILS	1	7.7	1050	11.5
5 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 6-04 SUPPLEMENTARY UNEMPLOYMENT BENEFITS				
0 NO PROVISION	12	92.3	9048	98.8
1 PROVISION	1	7.7	112	1.2
TOTAL	13	100.0	9160	100.0
FIELD 6-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE BENEFITS				
0 NO PROVISION	11	84.6	8548	93.3
1 LESS THAN ONE YEAR	-	-	-	-
2 ONE YEAR	2	15.4	612	6.7
3 TWO YEARS	-	-	-	-
4 THREE YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 TEN YEARS	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 6-06 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	11	84.6	8548	93.3
1 ONE DAY'S PAY PER YEAR OF SERVICE	-	-	-	-
2 ONE WEEK'S PAY PER YEAR OF SERVICE	1	7.7	500	5.5
3 ONE WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	-	-	-	-
4 VARIES ACCORDING TO LENGTH OF SERVICE	-	-	-	-
5 FLAT AMOUNT (L.G. LUMP SUM ON TERMINATION)	-	-	-	-
6 OTHER	1	7.7	112	1.2
TOTAL	13	100.0	9160	100.0
FIELD 6-07 MAXIMUM ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	11	84.6	8548	93.3
1 LESS THAN 20 WEEKS' PAY	1	7.7	500	5.5
2 20 WEEKS' PAY	-	-	-	-
3 21 - 25 WEEKS' PAY	-	-	-	-
4 26 - 29 WEEKS' PAY	-	-	-	-
5 30 - 52 WEEKS' PAY	1	7.7	112	1.2
6 NO MAXIMUM	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 6-08 COLA				
0 NO PROVISION	7	53.8	2733	29.8
1 PROVISION EXISTS AND IS EFFECTIVE DURING AGREEMENT	6	46.2	6427	70.2
2 PROVISION EXISTS AND IS TO BE IMPLEMENTED AT A LATER DATE	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 6-09 COLA: FREQUENCY				
0 NO PROVISION	7	53.8	2733	29.8
1 AUTOMATIC MONTHLY ADJUSTMENT	-	-	-	-
2 AUTOMATIC QUARTERLY ADJUSTMENT	2	15.4	5050	55.1
3 AUTOMATIC SEMI-ANNUALLY ADJUSTMENT	-	-	-	-
4 AUTOMATIC ANNUAL ADJUSTMENT	-	-	-	-
5 IN LINE WITH CONTRACT WAGE AGREEMENTS	-	-	-	-
6 ADJUSTED DURING TERM OF AGREEMENT	1	7.7	500	5.5
7 REVIEW AT IRREGULAR INTERVALS	-	-	-	-
8 CANNOT DETERMINE	-	-	-	-
9 OTHER	3	23.1	877	9.6
TOTAL	13	100.0	9160	100.0

SECTION 7 - REGULAR HOURS AND DAYS OF WORK

FIELD 7-01 NORMAL DAILY WORK HOURS - NON OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 LESS THAN SEVEN HOURS			-	-
2 SEVEN HOURS			-	-
3 7 1/4 HOURS			-	-
4 7 1/2 HOURS			-	-
5 7 3/4 HOURS			-	-
6 EIGHT HOURS			7885	94.0
7 MORE THAN EIGHT HOURS			-	-
8 FLEXIBLE WORK HOURS			-	-
9 OTHER			500	6.0
TOTAL			8390	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-02 NORMAL DAILY WORK HOURS - OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 LESS THAN SEVEN HOURS			-	-
2 SEVEN HOURS			-	-
3 7 1/4 HOURS			-	-
4 7 1/2 HOURS			770	100.0
5 7 3/4 HOURS			-	-
6 EIGHT HOURS			-	-
7 MORE THAN EIGHT HOURS			-	-
8 FLEXIBLE WORK HOURS			-	-
9 OTHER			-	-
TOTAL			770	100.0
FIELD 7-03 NORMAL WEEKLY WORK DAYS - NON OFFICE EMPLOYEES				
0 NO PROVISION			418	5.0
1 THREE DAYS			-	-
2 FOUR DAYS			-	-
3 FIVE DAYS			6767	80.7
4 VARIES BY SEASON, LOCATION, ETC.			-	-
5 NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)			-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			1200	14.3
7 OTHER			-	-
TOTAL			8390	100.0
FIELD 7-04 NORMAL WEEKLY WORK DAYS - OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 THREE DAYS			-	-
2 FOUR DAYS			-	-
3 FIVE DAYS			770	100.0
4 VARIES BY SEASON, LOCATION, ETC.			-	-
5 NO STANDARD WEEKLY WORK DAYS			-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			-	-
7 OTHER			-	-
TOTAL			770	100.0
FIELD 7-05 NORMAL WEEKLY WORK HOURS - NON OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 LESS THAN 35 HOURS			-	-
2 35 HOURS			-	-
3 37 1/2 HOURS			-	-
4 40 HOURS			7185	85.6
5 MORE THAN 40 HOURS			-	-
6 OTHER			1200	14.3
TOTAL			8390	100.0
FIELD 7-06 NORMAL WEEKLY WORK HOURS - OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 LESS THAN 35 HOURS			-	-
2 35 HOURS			-	-
3 37 1/2 HOURS			770	100.0
4 40 HOURS			-	-
5 MORE THAN 40 HOURS			-	-
6 OTHER			-	-
TOTAL			770	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-07 DAYS OFF PER WEEK				
0 NO PROVISION	2	15.4	655	7.2
1 TWO DAYS (CONSECUTIVE)	6	46.2	2665	29.1
2 TWO DAYS (NOT CONSECUTIVE)	-	-	-	-
3 THREE DAYS (CONSECUTIVE)	-	-	-	-
4 THREE DAYS (NOT CONSECUTIVE)	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 VARIED FOR CONTINUOUS OR NON-CONTINUOUS OPERATIONS	4	30.8	5340	58.3
7 OTHER	1	7.7	500	5.5
TOTAL	13	100.0	9160	100.0
FIELD 7-08 REPORTING PAY - WORK NOT COMMENCED				
0 LEGISLATION (2 HOURS' PAY)	7	53.8	5907	64.5
1 THREE HOURS' PAY	-	-	-	-
2 FOUR HOURS' PAY	6	46.2	3253	35.5
3 FULL SHIFT'S PAY	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 7-09 REPORTING PAY - WORK HAS COMMENCED				
0 LEGISLATION (4 HOURS' PAY)	13	100.0	9160	100.0
1 MORE THAN FOUR HOURS' PAY BUT LESS THAN A FULL SHIFT'S PAY	-	-	-	-
2 FULL SHIFT'S PAY	-	-	-	-
3 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 7-10 PAID REST PERIODS				
0 NO PROVISION	5	38.5	6108	66.7
1 TWO FOR A TOTAL OF 20 MINUTES	2	15.4	612	6.7
2 TWO FOR A TOTAL OF 30 MINUTES	-	-	-	-
3 TWO FOR A TOTAL OF 40 MINUTES	-	-	-	-
4 VARIES WITH DIFFERENT CATEGORIES OF EMPLOYEES	1	7.7	500	5.5
5 REST PERIOD MENTIONED BUT NOT SPECIFIED	5	38.5	1940	21.2
6 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 7-11 NOTICE OF CHANGE IN HOURS, DAYS, SHIFTS, ETC.				
0 NO PROVISION	5	38.5	5802	63.3
1 LESS THAN ONE DAY (24 HOURS)	-	-	-	-
2 ONE DAY (24 HOURS)	4	30.8	1640	17.9
3 MORE THAN ONE DAY LESS THAN THREE	3	23.1	1300	14.2
4 THREE DAYS TO LESS THAN SEVEN	1	7.7	418	4.6
5 SEVEN TO FOURTEEN DAYS	-	-	-	-
6 MORE THAN FOURTEEN DAYS	-	-	-	-
7 NOTICE MENTIONED BUT NOT SPECIFIED	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 7-12 PORTAL-TO-PORTAL				
0 NO PROVISION	11	84.6	8510	92.9
1 PROVISION	2	15.4	650	7.1
TOTAL	13	100.0	9160	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-13 PAID WASH, CLEAN UP, OR CLOTHES CHANGING PERIODS				
0 NO PROVISION	10	76.9	7807	85.2
1 PROVISION	3	23.1	1353	14.8
TOTAL	13	100.0	9160	100.0
FIELD 7-14 FLEXIBLE STARTING/QUITTING HOURS				
0 NO PROVISION	13	100.0	9160	100.0
1 PROVISION	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 7-15 COMPRESSED WORK WEEK				
0 NO PROVISION	10	76.9	7573	82.7
1 THREE DAY WEEK IN PROGRESS	-	-	-	-
2 FOUR DAY WEEK IN PROGRESS	1	7.7	1050	11.5
3 ALTERNATING 4, 5, IN PROGRESS	-	-	-	-
4 TO COMMENCE DURING TERM OF AGREEMENT	1	7.7	237	2.6
5 UNDER STUDY	-	-	-	-
6 OTHER	1	7.7	300	3.3
TOTAL	13	100.0	9160	100.0

SECTION 8 - OVERTIME AND PREMIUM PAY

FIELD 8-01 OVERTIME RATE AFTER NORMAL DAILY WORK HOURS				
0 1 1/2 X	-	-	-	-
1 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
2 1 1/2 X FOR TWO HOURS, THEN 2 X	6	46.2	2421	26.4
3 1 1/2 X FOR THREE HOURS, THEN 2 X	2	15.4	812	8.9
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	1	7.7	237	2.6
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	-	-	-	-
6 2 X	-	-	-	-
7 OTHER	4	30.8	5690	62.1
TOTAL	13	100.0	9160	100.0
FIELD 8-02 OVERTIME RATE AFTER NORMAL WEEKLY WORK HOURS				
0 1 1/2 X	7	53.8	2552	27.9
1 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
2 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
3 1 1/2 X FOR THREE HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	2	15.4	918	10.0
6 2 X	-	-	-	-
7 OTHER	4	30.8	5690	62.1
TOTAL	13	100.0	9160	100.0
FIELD 8-03 OVERTIME RATE ON SIXTH DAY (OR FIRST DAY NOT NORMALLY WORKED)				
0 NO PROVISION	-	-	-	-
1 1 1/2 X	5	38.5	2015	22.0
2 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR THREE HOURS, THEN 2 X	-	-	-	-
5 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
6 2 X	-	-	-	-
7 OTHER	8	61.5	7145	78.0
TOTAL	13	100.0	9160	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-04 OVERTIME RATE ON SEVENTH DAY (OR SECOND DAY NOT NORMALLY WORKED)				
0 NO PROVISION	-	-	-	-
1 1 1/2 X	3	23.1	1553	17.0
2 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	3	23.1	762	8.3
6 3 X	-	-	-	-
7 OVERTIME RATE TIMES SUNDAY PREMIUM RATE (E.G. 1 1/2 X 1 1/2 X)	-	-	-	-
8 OTHER	7	53.8	6845	74.7
TOTAL	13	100.0	9160	100.0
FIELD 8-05 OVERTIME COMPENSATION				
0 NO PROVISION	5	38.5	5295	57.8
1 PAY ONLY	6	46.2	3453	37.7
2 FULL COMPENSATORY TIME OFF	-	-	-	-
3 CHOICE OF PAY OR COMPENSATORY TIME OFF	2	15.4	412	4.5
4 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 8-06 RIGHT TO REFUSE OVERTIME				
0 NO PROVISION	7	53.8	7371	80.5
1 RIGHT TO REFUSE	4	30.8	1149	12.5
2 NO RIGHT TO REFUSE	-	-	-	-
3 OVERTIME COMPULSORY IN CASES OF EMERGENCY	-	-	-	-
4 OTHER	2	15.4	640	7.0
TOTAL	13	100.0	9160	100.0
FIELD 8-07 DISTRIBUTION OF OVERTIME				
0 NO PROVISION	4	30.8	5056	55.2
1 BASED ON SENIORITY	-	-	-	-
2 SHARED AMONG ALL EMPLOYEES	9	69.2	4102	44.8
3 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 8-08 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON SATURDAY				
0 NO PROVISION	4	30.8	4752	51.9
1 NO PREMIUM RATE FOR REGULAR SATURDAY WORK (I.E. STRAIGHT TIME)	-	-	-	-
2 1 1/2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	-	-	-	-
6 FLAT AMOUNT PER HOUR OR DAY	8	61.5	4058	44.3
7 PERCENTAGE OF REGULAR RATE	1	7.7	350	3.8
8 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-09 PREMIUM RATE FOR REGULAR SCHEDULED WORK ON SUNDAY				
0 NO PROVISION	3	23.1	4640	50.7
1 NO PREMIUM RATE FOR REGULAR SUNDAY WORK (I.E.STRAIGHT TIME)	-	-	-	-
2 1 1/2 X	1	7.7	112	1.2
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	-	-	-	-
6 FLAT AMOUNT PER HOUR OR PER DAY	8	61.5	4058	44.3
7 PERCENTAGE OF REGULAR RATE	1	7.7	350	3.8
8 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 8-10 CALL-IN (CALL-BACK) PAY GUARANTEE				
0 NO PROVISION	-	-	-	-
1 MINIMUM OF TWO HOURS AT STRAIGHT TIME	-	-	-	-
2 MINIMUM OF THREE HOURS AT STRAIGHT TIME	-	-	-	-
3 MINIMUM OF FOUR HOURS AT STRAIGHT TIME	4	30.8	5300	57.9
4 MORE THAN FOUR HOURS' PAY AT STRAIGHT TIME	1	7.7	237	2.6
5 MINIMUM OF TWO HOURS AT OVERTIME RATE	-	-	-	-
6 MINIMUM OF THREE HOURS AT OVERTIME RATE	-	-	-	-
7 MINIMUM OF FOUR HOURS AT OVERTIME RATE	3	23.1	1230	13.4
8 MORE THAN FOUR HOURS' PAY AT OVERTIME RATE	-	-	-	-
9 OVERTIME RATE, NO MINIMUM GUARANTEE	-	-	-	-
10 1 1/2 X FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	3	23.1	1690	18.4
11 DOUBLE TIME FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	-	-	-	-
12 OTHER	2	15.4	703	7.7
TOTAL	13	100.0	9160	100.0
FIELD 8-11 PAID MEAL PERIOD				
0 NO PROVISION	1	7.7	4000	43.7
1 ON OVERTIME, CALL-IN, HOLIDAY WORK, ETC.	4	30.8	1295	14.1
2 ON DESIGNATED SHIFTS	4	30.8	2050	22.4
3 1 AND 2	4	30.8	1815	19.8
4 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 8-12 MEAL ALLOWANCE ON OVERTIME OR CALL-IN				
0 NO PROVISION	4	30.8	5690	62.1
1 LESS THAN $4.00	-	-	-	-
2 $4.00 TO $4.99	-	-	-	-
3 $5.00 TO $5.99	-	-	-	-
4 $6.00 TO $6.99	-	-	-	-
5 $7.00 AND MORE	2	15.4	412	4.5
6 MEAL PROVIDED	5	38.5	2008	21.9
7 OTHER	2	15.4	1050	11.5
TOTAL	13	100.0	9160	100.0
FIELD 8-13 RATE FOR TRAVEL TIME ON OVERTIME, CALL-IN, ETC.				
0 NO PROVISION	9	69.2	3470	37.9
1 1 1/2 X	-	-	-	-
2 1 1/2 X FOLLOWED BY A HIGHER RATE	3	23.1	4640	50.7
3 2 X	-	-	-	-
4 FLAT AMOUNT	-	-	-	-
5 OTHER	1	7.7	1050	11.5
TOTAL	13	100.0	9160	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-14 STAND-BY PAY				
0 NO PROVISION	8	61.5	3120	34.1
1 PROVISION	5	38.5	6040	65.9
TOTAL	13	100.0	9160	100.0
FIELD 8-15 PREMIUM PAY FOR HAZARDOUS, DIRTY, OR UNDERGROUND WORK				
0 NO PROVISION	13	100.0	9160	100.0
1 MULTIPLE RATE (I.E. 1 1/4 X, 1 1/2 X, OR 2 X)	-	-	-	-
2 FLAT AMOUNT PER HOUR IN ADDITION TO REGULAR WAGES	-	-	-	-
3 PERCENTAGE OF REGULAR RATE	-	-	-	-
4 REDUCED SHIFT	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 8-16 SECOND SHIFT DIFFERENTIAL				
0 NO PROVISION	1	7.7	500	5.5
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 49 CENTS PER HOUR	7	53.8	6990	76.3
4 50 - 75 CENTS PER HOUR	2	15.4	1000	10.9
5 MORE THAN 75 CENTS PER HOUR	-	-	-	-
6 1/2 HOUR'S PAY PER SHIFT	-	-	-	-
7 1 HOUR'S PAY PER SHIFT	-	-	-	-
8 PERCENTAGE OF HOURLY WAGE RATE	-	-	-	-
9 FLAT AMOUNT PER SHIFT	2	15.4	530	5.8
10 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	-	-	-	-
11 OTHER	1	7.7	140	1.5
TOTAL	13	100.0	9160	100.0
FIELD 8-17 THIRD SHIFT PREMIUM				
0 NO PROVISION	1	7.7	500	5.5
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 49 CENTS PER HOUR	2	15.4	850	9.3
4 50 - 74 CENTS PER HOUR	5	38.5	2090	22.8
5 75 - $1.00 PER HOUR	2	15.4	5050	55.1
6 MORE THAN $1.00 PER HOUR	-	-	-	-
7 1/2 HOUR'S PAY PER SHIFT	-	-	-	-
8 ONE HOUR'S PAY PER SHIFT	-	-	-	-
9 TWO HOUR'S PAY PER SHIFT	-	-	-	-
10 PERCENTAGE OF HOURLY WAGE RATE	-	-	-	-
11 FLAT AMOUNT PER SHIFT	2	15.4	530	5.8
12 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	-	-	-	-
13 OTHER	1	7.7	140	1.5
TOTAL	13	100.0	9160	100.0
FIELD 8-18 SPLIT SHIFT DIFFERENTIAL				
0 NO PROVISION	13	100.0	9160	100.0
1 LESS THAN 20 CENTS	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 49 CENTS PER HOUR	-	-	-	-
4 50 - 75 CENTS PER HOUR	-	-	-	-
5 MORE THAN 75 CENTS PER HOUR	-	-	-	-
6 ONE HOUR'S PAY PER SHIFT	-	-	-	-
7 FLAT AMOUNT PER SHIFT	-	-	-	-
8 SPLIT SHIFT PROHIBITED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-19 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR				
0 NO PROVISION	13	100.0	9160	100.0
1 PROVISION	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 8-20 ISOLATION/NORTHERN ALLOWANCE				
0 NO PROVISION	12	92.3	8810	96.2
1 PROVISION	1	7.7	350	3.8
TOTAL	13	100.0	9160	100.0

SECTION 9 - PAID HOLIDAYS

FIELD 9-01 NUMBER OF PAID HOLIDAYS (STATUTORY AND FLOATING PER YEAR)				
0 NO PROVISION	1	7.7	416	4.6
1 EIGHT DAYS OR LESS	-	-	-	-
2 NINE DAYS	-	-	-	-
3 TEN DAYS	-	-	-	-
4 ELEVEN DAYS	4	30.8	1590	17.4
5 TWELVE DAYS	7	53.8	6802	74.3
6 THIRTEEN DAYS	-	-	-	-
7 FOURTEEN DAYS	-	-	-	-
8 FIFTEEN DAYS	-	-	-	-
9 SIXTEEN DAYS OR MORE	-	-	-	-
10 OTHER	1	7.7	350	3.8
TOTAL	13	100.0	9160	100.0
FIELD 9-02 REQUIREMENTS TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	1	7.7	416	4.6
1 MINIMUM LENGTH OF SERVICE	-	-	-	-
2 WORK ON SCHEDULED DAY BEFORE HOLIDAY	-	-	-	-
3 WORK ON SCHEDULED DAY AFTER HOLIDAY	-	-	-	-
4 WORK SCHEDULED BOTH DAY BEFORE AND DAY AFTER HOLIDAY	4	30.8	1802	19.7
5 WORK SCHEDULED EITHER DAY BEFORE OR DAY AFTER HOLIDAY	1	7.7	350	3.8
6 MINIMUM LENGTH OF SERVICE PLUS 2, 3, 4 OR 5	7	53.8	6590	71.9
7 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 9-03 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	5	38.5	1520	16.6
1 LESS THAN ONE MONTH	-	-	-	-
2 ONE MONTH	5	38.5	2090	22.8
3 TWO MONTHS	-	-	-	-
4 MORE THAN TWO MONTHS	1	7.7	4000	43.7
5 DESIGNATED NUMBER OF SHIFTS OR HOURS	2	15.4	1550	16.9
6 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0

MINING

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 9-04 PREMIUM RATE ON A SCHEDULED HOLIDAY				
0 NO PROVISION	1	7.7	418	4.6
1 ANOTHER DAY OFF	-	-	-	-
2 1 1/2 X FOR HOURS WORKED PLUS EITHER HOLIDAY PAY OR ANOTHER DAY OFF	3	23.1	1237	13.5
3 2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	5	38.5	1815	19.8
4 2 1/2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	2	15.4	5050	55.1
5 OTHER	2	15.4	640	7.0
TOTAL	13	100.0	9160	100.0
FIELD 9-05 PAID HOLIDAY FALLING ON SCHEDULED DAY OFF				
0 NO PROVISION	4	30.8	1855	20.3
1 ANOTHER PAID DAY OFF SUCH AS PRECEDING FRIDAY, FOLLOWING MONDAY	7	53.8	6643	74.7
2 AN EXTRA DAY'S PAY	-	-	-	-
3 1 OR 2	1	7.7	112	1.2
4 OTHER	1	7.7	350	3.8
TOTAL	13	100.0	9160	100.0
FIELD 9-06 PAID HOLIDAY FALLING WITHIN VACATION				
0 NO PROVISION	3	23.1	4771	52.1
1 ANOTHER PAID DAY OFF	8	61.5	2839	31.0
2 ANOTHER DAY'S PAY	-	-	-	-
3 1 OR 2	2	15.4	1550	16.9
4 NOT GRANTED	-	-	-	-
TOTAL	13	100.0	9160	100.0

SECTION 10 - PAID ANNUAL VACATION

FIELD 10-01 VACATION IN FIRST YEAR OF EMPLOYMENT				
0 NO PROVISION	4	30.8	1768	19.3
1 TAKES ALL OF VACATION EARNED FOR FULL YEAR'S SERVICE	-	-	-	-
2 ONE WEEK AFTER 6 MONTHS	1	7.7	112	1.2
3 GRADUATED ACCORDING TO LENGTH OF SERVICE	6	46.2	5877	64.2
4 OTHER	2	15.4	1403	15.3
TOTAL	13	100.0	9160	100.0
FIELD 10-02 MAXIMUM ANNUAL PAID VACATION				
0 NO PROVISION	1	7.7	418	4.6
1 TWO WEEKS	-	-	-	-
2 THREE WEEKS	-	-	-	-
3 FOUR WEEKS	2	15.4	590	6.4
4 FIVE WEEKS	1	7.7	500	5.5
5 SIX WEEKS	5	38.5	6040	65.9
6 SEVEN WEEKS	1	7.7	112	1.2
7 EIGHT WEEKS	-	-	-	-
8 OTHER	3	23.1	1500	16.4
TOTAL	13	100.0	9160	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-03 YEARS OF SERVICE FOR THREE WEEKS PAID VACATION				
0 NO PROVISION	1	7.7	418	4.6
1 MINIMUM GREATER THAN THREE WEEKS	-	-	-	-
2 ONE YEAR OF SERVICE	1	7.7	112	1.2
3 TWO YEARS	4	30.8	4993	54.5
4 THREE YEARS	5	38.5	2637	28.8
5 FOUR YEARS	-	-	-	-
6 FIVE YEARS	1	7.7	500	5.5
7 SIX YEARS	-	-	-	-
8 NOT SPECIFIED, CANNOT DETERMINE	1	7.7	500	5.5
9 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 10-04 YEARS OF SERVICE FOR FOUR WEEKS PAID VACATION				
0 NO PROVISION	3	23.1	1218	13.3
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	1	7.7	112	1.2
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	1	7.7	700	7.6
8 EIGHT YEARS	4	30.8	5690	62.1
9 NINE YEARS	-	-	-	-
10 TEN YEARS	4	30.8	1440	15.7
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	13	100.0	9160	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-05 YEARS OF SERVICE FOR FIVE WEEKS PAID VACATION				
0 NO PROVISION	6	46.2	2508	27.4
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	1	7.7	112	1.2
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	1	7.7	350	3.8
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	5	38.5	6190	67.6
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 10-06 YEARS OF SERVICE FOR SIX WEEKS PAID VACATION				
0 NO PROVISION	7	53.8	3008	32.8
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	2	15.4	462	5.0
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	4	30.8	5690	62.1
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	13	100.0	9160	100.0

MINING

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-07 YEARS OF SERVICE FOR SEVEN WEEKS PAID VACATION				
0 NO PROVISION	12	92.3	9048	98.8
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY OR MORE YEARS	1	7.7	112	1.2
TOTAL	13	100.0	9160	100.0
FIELD 10-08 YEARS OF SERVICE FOR EIGHT WEEKS PAID VACATION				
0 NO PROVISION	13	100.0	9160	100.0
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY OR MORE YEARS	-	-	-	-
TOTAL	13	100.0	9160	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-09 ANNUAL VACATION PAY				
0 NO PROVISION	1	7.7	418	4.6
1 REGULAR PAY	4	30.8	5690	62.1
2 PERCENTAGE OF YEARLY GROSS EARNINGS	7	53.8	2940	32.1
3 1 OR 2. WHICHEVER IS GREATER	1	7.7	112	1.2
4 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 10-10 VACATION CARRY-OVER				
0 NO PROVISION	7	53.8	6855	74.8
1 WITH LIMITATIONS	3	23.1	965	10.5
2 WITHOUT LIMITATIONS	-	-	-	-
3 NOT ALLOWED	3	23.1	1340	14.6
4 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 10-11 SPECIAL EXTENDED VACATIONS				
0 NO PROVISION	8	61.5	3120	34.1
1 EXTENDED VACATION AT CERTAIN TIMES OF THE YEAR	-	-	-	-
2 EXTENDED VACATION IN DESIGNATED YEARS OF SERVICE	5	38.5	6040	65.9
3 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0
SECTION 11 - LEAVE OF ABSENCE PROVISIONS				
FIELD 11-01 BEREAVEMENT LEAVE (IMMEDIATE FAMILY)				
0 NO PROVISION	1	7.7	237	2.6
1 ONE DAY	-	-	-	-
2 TWO DAYS	-	-	-	-
3 THREE DAYS	5	38.5	5105	55.7
4 FOUR DAYS	2	15.4	1550	16.9
5 FIVE DAYS	1	7.7	700	7.6
6 LEAVE VARIES DEPENDING ON CIRCUMSTANCES	4	30.8	1568	17.1
7 LEAVE MENTIONED BUT LENGTH NOT SPECIFIED	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 11-02 LEAVE FOR COURT OR JURY DUTY				
0 NO PROVISION	1	7.7	237	2.6
1 PROVISION FOR FULL REGULAR PAY	12	92.3	8923	97.4
2 OTHER (NOT SPECIFIED OR LESS THAN FULL REGULAR PAY)	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 11-03 LEAVE FOR UNION BUSINESS (OTHER THAN HANDLING OF GRIEVANCES)				
0 NO PROVISION	2	15.4	918	10.0
1 PAID LEAVE	-	-	-	-
2 UNPAID LEAVE	6	46.2	2440	26.6
3 PAID OR UNPAID LEAVE - DEPENDS ON CIRCUMSTANCES	5	38.5	5802	63.3
4 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 11-04 PAID LEAVE: MARRIAGE				
0 NO PROVISION	13	100.0	9160	100.0
1 PROVISION EXISTS, BUT IS NOT SPECIFIED	-	-	-	-
2 ONE DAY	-	-	-	-
3 TWO DAYS	-	-	-	-
4 THREE DAYS	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 11-05 ELIGIBILITY FOR MATERNITY LEAVE				
0 NO PROVISION	13	100.0	9160	100.0
1 ONE MONTHS' SERVICE	-	-	-	-
2 TWO TO SIX MONTHS' SERVICE	-	-	-	-
3 MORE THAN SIX MONTHS	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 11-06 MATERNITY LEAVE: MAXIMUM DURATION (BASIC LEAVE)				
0 NO PROVISION	3	23.1	1437	15.7
1 17 WEEKS	-	-	-	-
2 18 WEEKS	3	23.1	1030	11.2
3 19 - 25 WEEKS	4	30.8	5690	62.1
4 26 WEEKS	-	-	-	-
5 27 - 52 WEEKS	-	-	-	-
6 VARIES ACCORDING TO LENGTH OF SERVICE	-	-	-	-
7 NOT SPECIFIED, CANNOT DETERMINE	1	7.7	300	3.3
8 OTHER	2	15.4	703	7.7
TOTAL	13	100.0	9160	100.0
FIELD 11-07 MATERNITY LEAVE WITH PAY				
0 NO PROVISION	13	100.0	9160	100.0
1 WEEKLY INDEMNITY OR GROUP INSURANCE PLAN	-	-	-	-
2 USE OF SICK LEAVE	-	-	-	-
3 LEAVE OF ABSENCE, NO PAY LOSS	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 11-08 SENIORITY DURING MATERNITY LEAVE				
0 NO PROVISION	5	38.5	1967	21.5
1 SENIORITY RETAINED	3	23.1	1753	19.1
2 SENIORITY ACCUMULATED	4	30.8	4940	53.9
3 NOT MENTIONED IF SENIORITY RETAINED OR ACCUMMULATED	1	7.7	500	5.5
4 SENIORITY ACCUMULATED UP TO CERTAIN PERIOD, THEN RETAINED	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 11-09 PAID LEAVE: PATERNITY				
0 NO PROVISION	12	92.3	8860	96.7
1 NOT SPECIFIC	-	-	-	-
2 ONE DAY	1	7.7	300	3.3
3 TWO DAYS	-	-	-	-
4 THREE DAYS	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 11-10 LEAVE - ADOPTION				
0 NO PROVISION	13	100.0	9160	100.0
1 PAID LEAVE	-	-	-	-
2 UNPAID LEAVE	-	-	-	-
3 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 11-11 LEAVE: EDUCATION				
0 NO PROVISION	11	84.6	8748	95.5
1 LEAVE WITH FULL PAY	-	-	-	-
2 LEAVE WITH PARTIAL PAY	-	-	-	-
3 LEAVE WITHOUT PAY	2	15.4	412	4.5
4 LEAVE PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 11-12 SICK FAMILY MEMBER CARE LEAVE				
0 NO PROVISION	13	100.0	9160	100.0
1 ONE DAY	-	-	-	-
2 TWO DAYS	-	-	-	-
3 THREE DAYS	-	-	-	-
4 FOUR DAYS	-	-	-	-
5 FIVE DAYS	-	-	-	-
6 PROVIDED FOR, BUT DEDUCTED FROM SICK LEAVE	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 11-13 MAINTENANCE OF BENEFITS ON LIMITED LAYOFFS OR LEAVE OF ABSENCE				
0 NO PROVISION	8	61.5	7005	76.5
1 EMPLOYEE TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	1	7.7	353	3.9
2 EMPLOYEE PARTIALLY RESPONSIBLE (MAKE UP CONTRIBUTION DURING OR AFTER ABSENCE)	-	-	-	-
3 EMPLOYER TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	1	7.7	1050	11.5
4 MENTIONED BUT NOT SPECIFIED	-	-	-	-
5 OTHER	3	23.1	752	8.2
TOTAL	13	100.0	9160	100.0
FIELD 11-14 PERSONAL LEAVE OF ABSENCE (UNPAID)				
0 NO PROVISION	-	-	-	-
1 PROVISION	13	100.0	9160	100.0
TOTAL	13	100.0	9160	100.0

SECTION 12 - HEALTH AND WELFARE PROVISIONS

FIELD 12-01 TYPE OF HEALTH AND WELFARE COVERAGE				
0 NO PROVISION	-	-	-	-
1 HEALTH AND WELFARE FUND	-	-	-	-
2 SERIES OF PLANS	13	100.0	9160	100.0
3 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-02 SERVICE REQUIREMENT TO QUALIFY FOR HEALTH AND WELFARE				
0 NO PROVISION	4	30.8	5587	61.0
1 IMMEDIATELY ON BEING EMPLOYED	-	-	-	-
2 ONE MONTH	-	-	-	-
3 THREE MONTHS	1	7.7	500	5.5
4 SIX MONTHS	-	-	-	-
5 ONE YEAR	-	-	-	-
6 VARIES ACCORDING TO PARTICULAR BENEFIT	6	46.2	1955	21.3
7 OTHER	2	15.4	1118	12.2
TOTAL	13	100.0	9160	100.0
FIELD 12-03 EMPLOYER CONTRIBUTION TO HEALTH AND WELFARE FUND				
0 NO HEALTH AND WELFARE FUND	13	100.0	9160	100.0
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 39 CENTS PER HOUR	-	-	-	-
4 40 - 49 CENTS PER HOUR	-	-	-	-
5 50 - 74 CENTS PER HOUR	-	-	-	-
6 75 CENTS - $1.00 PER HOUR	-	-	-	-
7 MORE THAN $1.00 PER HOUR	-	-	-	-
8 FUND MENTIONED BUT AMOUNT NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 12-04 EMPLOYER CONTRIBUTION TO BASIC HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	-	-	-	-
1 100% OF PREMIUM	13	100.0	9160	100.0
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	-	-	-	-
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 12-05 EMPLOYER CONTRIBUTION TO EXTENDED HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	1	7.7	140	1.5
1 100% OF PREMIUM	12	92.3	9020	98.5
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	-	-	-	-
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-06 TYPE OF PAID SICK LEAVE				
0 PLAN NOT MENTIONED IN AGREEMENT	1	7.7	418	4.6
1 FLAT ALLOWANCE (IN TIME PER MONTH, YEAR, ETC.)	2	15.4	640	7.0
2 GRADUATED ALLOWANCE ACCORDING TO SERVICE	-	-	-	-
3 ALLOWANCE PER DISABILITY	-	-	-	-
4 FLAT AMOUNT IN LIEU OF SICK PAY (E.G.$3 PER MONTH)	-	-	-	-
5 WEEKLY INDEMNITY PLAN	9	69.2	7990	87.2
6 BOTH SICK LEAVE AND WEEKLY INDEMNITY PLAN	-	-	-	-
7 OTHER	1	7.7	112	1.2
TOTAL	13	100.0	9160	100.0
FIELD 12-07 NUMBER OF DAYS PAID SICK LEAVE PER YEAR				
0 NO PROVISION	10	76.9	8408	91.8
1 ONE TO SIX DAYS	-	-	-	-
2 SEVEN TO TWELVE DAYS	2	15.4	640	7.0
3 THIRTEEN TO FIFTEEN DAYS	-	-	-	-
4 SIXTEEN TO EIGHTEEN DAYS	-	-	-	-
5 NINETEEN OR MORE DAYS	-	-	-	-
6 VARIES WITH LENGTH OF SERVICE	1	7.7	112	1.2
7 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 12-08 MAXIMUM ACCUMULATION OF UNUSED PAID SICK LEAVE				
0 NO PROVISION	11	84.6	8520	93.0
1 30 DAYS OR LESS	-	-	-	-
2 31 TO 90 DAYS	2	15.4	640	7.0
3 91 TO 120 DAYS	-	-	-	-
4 121 TO 150 DAYS	-	-	-	-
5 151 TO 200 DAYS	-	-	-	-
6 201 TO 250 DAYS	-	-	-	-
7 MORE THAN 250 DAYS, BUT LIMITED	-	-	-	-
8 UNLIMITED ACCUMULATION	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 12-09 CONVERSION OF UNUSED SICK LEAVE				
0 NO PROVISION	13	100.0	9160	100.0
1 ANNUAL CONVERSION TO CASH OR DAYS OFF	-	-	-	-
2 FULL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	-	-	-	-
3 PARTIAL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	-	-	-	-
4 COMBINATION	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 12-10 EMPLOYER CONTRIBUTION TO SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	5	38.5	1670	18.2
1 100% OF PREMIUM	8	61.5	7490	81.8
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	-	-	-	-
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-11 MAXIMUM PERIOD OF SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	4	30.8	1170	12.8
1 LESS THAN 12 WEEKS	-	-	-	-
2 13 WEEKS	-	-	-	-
3 26 WEEKS	2	15.4	4353	47.5
4 39 WEEKS	1	7.7	300	3.3
5 52 WEEKS	5	38.5	2837	31.0
6 VARIES ACCORDING TO LENGTH OF SERVICE	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
8 OTHER	1	7.7	500	5.5
TOTAL	13	100.0	9160	100.0
FIELD 12-12 MAXIMUM AMOUNT OF SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	4	30.8	1170	12.8
1 $100 OR LESS	-	-	-	-
2 $101 TO $150 PER WEEK	-	-	-	-
3 $151 TO $200 PER WEEK	1	7.7	500	5.5
4 MORE THAN $200 PER WEEK	7	53.8	7253	79.2
5 PERCENTAGE OF EARNINGS	-	-	-	-
6 EQUAL TO MAXIMUM UNEMPLOYMENT INSURANCE BENEFIT	1	7.7	237	2.6
7 VARIES ACCORDING TO EARNINGS	-	-	-	-
8 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 12-13 LONG-TERM INCOME CONTINUANCE INSURANCE PLAN				
0 NO PROVISION	5	38.5	2355	25.7
1 PROVISION	8	61.5	6805	74.3
TOTAL	13	100.0	9160	100.0
FIELD 12-14 EMPLOYER CONTRIBUTION TO LIFE INSURANCE PLAN				
0 NO PROVISION	-	-	-	-
1 100% OF PREMIUM	13	100.0	9160	100.0
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	-	-	-	-
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 12-15 AMOUNT OF LIFE INSURANCE BENEFITS				
0 NO PROVISION	-	-	-	-
1 $5,000 OR LESS	-	-	-	-
2 $5,001 TO $10,000	-	-	-	-
3 $10,001 TO $15,000	-	-	-	-
4 $15,001 TO $20,000	2	15.4	737	8.0
5 MORE THAN $20,000	5	38.5	2203	24.1
6 VARIES ACCORDING TO EARNINGS	5	38.5	5802	63.3
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	1	7.7	418	4.6
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-16 EMPLOYER CONTRIBUTION TO ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	5	38.5	5802	63.3
1 100% OF PREMIUM	8	61.5	3358	36.7
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	-	-	-	-
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 12-17 MAXIMUM AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	5	38.5	5802	63.3
1 $5,000 OR LESS	-	-	-	-
2 $5,001 TO $10,000	-	-	-	-
3 $10,001 TO $15,000	-	-	-	-
4 $15,001 TO $20,000	2	15.4	737	8.0
5 MORE THAN $20,000	5	38.5	2203	24.1
6 VARIES ACCORDING TO EARNINGS	-	-	-	-
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	1	7.7	418	4.6
8 HEALTH AND WELFARE FUND MENTIONED, BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 12-18 EMPLOYER CONTRIBUTION TO DENTAL PLAN				
0 NO PROVISION	-	-	-	-
1 100% OF PREMIUM	10	76.9	8070	88.1
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	2	15.4	853	9.3
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	1	7.7	237	2.6
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 12-19 TYPE OF DENTAL WORK COVERED				
0 NO PROVISION	-	-	-	-
1 BASIC (A)	-	-	-	-
2 BASIC AND EXTENDED (A AND B)	5	38.5	1887	20.6
3 BASIC AND ORTHODONTICS (A AND C)	-	-	-	-
4 BASIC AND EXTENDED AND ORTHODONTICS (A, B AND C)	7	53.8	6855	74.8
5 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	7.7	418	4.6
6 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 12-20 AVAILABILITY OF PENSION FUND				
0 NO PROVISION	4	30.8	1787	19.5
1 PROVISION	9	69.2	7373	80.5
TOTAL	13	100.0	9160	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-21 ADMINISTRATION OF PENSION FUND				
0 NO PROVISION	7	53.8	6505	71.0
1 UNION	-	-	-	-
2 MANAGEMENT	3	23.1	965	10.5
3 JOINT UNION MANAGEMENT ADMINISTRATION	2	15.4	1550	16.9
4 ADMINISTERED BY SEPARATE TRUSTEES	-	-	-	-
5 MUNICIPAL/PROVINCIAL GOVERNMENT	-	-	-	-
6 OTHER	1	7.7	140	1.5
TOTAL	13	100.0	9160	100.0
FIELD 12-22 RETIREMENT AGE PRACTICES				
0 NO PROVISION	7	53.8	2670	29.1
1 PROVISION	6	46.2	6490	70.9
TOTAL	13	100.0	9160	100.0
SECTION 13 - GRIEVANCE AND ARBITRATION PROCEDURES				
FIELD 13-01 INITIAL PRESENTATION OF GRIEVANCE TO MANAGEMENT				
0 NO PROVISION	-	-	-	-
1 BY EMPLOYEE WITHOUT UNION REPRESENTATIVE PRESENT	1	7.7	500	5.5
2 BY EMPLOYEE WITH UNION REPRESENTATIVE	-	-	-	-
3 BY EMPLOYEE CHOICE OF WITH OR WITHOUT UNION REPRESENTATIVE	12	92.3	8660	94.5
4 BY UNION REPRESENTATIVE	-	-	-	-
5 BY GRIEVANCE COMMITTEE	-	-	-	-
6 BY WRITTEN NOTICE	-	-	-	-
7 BY ONE OF SEVERAL ALTERNATIVE PROCEDURES	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 13-02 LENGTH OF TIME TO INITIATE GRIEVANCE				
0 NO PROVISION	1	7.7	500	5.5
1 72 HOURS OR LESS	-	-	-	-
2 FIVE DAYS	3	23.1	1418	15.5
3 ONE WEEK	2	15.4	1000	10.9
4 TEN DAYS	1	7.7	237	2.6
5 TWO WEEKS	1	7.7	350	3.8
6 THREE WEEKS	-	-	-	-
7 ONE MONTH	2	15.4	4140	45.2
8 TWO MONTHS	-	-	-	-
9 VARIES BY TYPE OF GRIEVANCE	3	23.1	1515	16.5
10 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 13-03 ACCELERATED PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES				
0 NO PROVISION	-	-	-	-
1 PROVISION	13	100.0	9160	100.0
TOTAL	13	100.0	9160	100.0
FIELD 13-04 STATUS QUO ANTE IN DISCIPLINE CASES				
0 NO PROVISION	12	92.3	8660	94.5
1 PROVISION	1	7.7	500	5.5
TOTAL	13	100.0	9160	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 13-05 CLEARING AN EMPLOYEE RECORD IN DISCIPLINARY CASES				
0 NO PROVISION	12	92.3	8860	96.7
1 PROVISION	1	7.7	300	3.3
TOTAL	13	100.0	9160	100.0
FIELD 13-06 COMPENSATION BY EMPLOYER FOR GRIEVANCE WORK TO UNION REPRESENTATIVES				
0 NO PROVISION	9	69.2	7020	76.6
1 PROVISION	4	30.8	2140	23.4
TOTAL	13	100.0	9160	100.0
FIELD 13-07 ARBITRATION				
0 AS REQUIRED BY LEGISLATION	-	-	-	-
1 SINGLE ARBITRATOR	4	30.8	4752	51.9
2 PERMANENT UMPIRE (NAMED)	5	38.5	2703	29.5
3 TRIPARTITE BOARD	-	-	-	-
4 ARBITRATION COMMITTEE OF MORE THAN 3 PEOPLE	-	-	-	-
5 CHOICE OF ALTERNATIVES	3	23.1	1005	11.0
6 OTHER	1	7.7	700	7.6
TOTAL	13	100.0	9160	100.0
FIELD 13-08 OFFICER APPOINTMENT BY LABOUR RELATIONS BOARD UNDER SECTION 96 OF THE LABOUR CODE				
0 NOT PROHIBITED (OR NO MENTION)	10	76.9	7742	84.5
1 SPECIFICALLY PROHIBITED BY THE AGREEMENT	3	23.1	1418	15.5
TOTAL	13	100.0	9160	100.0
FIELD 13-09 REFERENCE TO SECTION 112 LABOUR CODE. SHARE OF COST OF GRIEVANCE RECOMMENDATIONS				
0 NO PROVISION	10	76.9	7573	82.7
1 PROVISION	3	23.1	1587	17.3
TOTAL	13	100.0	9160	100.0

SECTION 14 - OCCUPATIONAL SAFETY AND HEALTH

FIELD 14-01 OCCUPATIONAL SAFETY AND HEALTH				
0 NO PROVISION	1	7.7	112	1.2
1 JOINT SAFETY COMMITTEE	12	92.3	9048	98.8
2 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 14-02 SAFETY COMMITTEE FUNCTIONS				
0 NO SAFETY COMMITTEE PROVISION	1	7.7	112	1.2
1 SAFETY COMMITTEE FUNCTIONS NOT SPECIFIED	2	15.4	655	7.2
2 RIGHT TO CALL SPECIAL/EMERGENCY MEETINGS	-	-	-	-
3 RIGHT TO INITIATE ACTION OR RECOMMENDATIONS	-	-	-	-
4 RIGHT TO UNDERTAKE INSPECTIONS	-	-	-	-
5 COMBINATION OF 2 AND 3	1	7.7	500	5.5
6 COMBINATION OF 2 AND 4	-	-	-	-
7 COMBINATION OF 2, 3 AND 4	9	69.2	7893	86.2
8 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 14-03 PAY FOR TIME SPENT ON SAFETY COMMITTEE				
0 NO SAFETY COMMITTEE PROVISION	1	7.7	112	1.2
1 NO PROVISION FOR PAY OF SAFETY COMMITTEE	1	7.7	237	2.6
2 PROVISION FOR PAY OF SAFETY COMMITTEE	11	84.6	8811	96.2
TOTAL	13	100.0	9160	100.0
FIELD 14-04 SAFETY EQUIPMENT AND PROTECTIVE CLOTHING				
0 NO PROVISION	-	-	-	-
1 EQUIPMENT SUPPLIED AT NO COST TO EMPLOYEE	10	76.9	3873	42.3
2 EQUIPMENT SUPPLIED AT SOME COST TO EMPLOYEE	2	15.4	4237	46.3
3 MONETARY ALLOWANCE PROVIDED FOR PERCENTAGE OF EQUIPMENT, REPLACEMENT AT SOME COST	-	-	-	-
4 OTHER	1	7.7	1050	11.5
TOTAL	13	100.0	9160	100.0
FIELD 14-05 RIGHT TO REFUSE DANGEROUS WORKING CONDITIONS				
0 NO PROVISION	3	23.1	699	7.6
1 PROVISION	10	76.9	8461	92.4
TOTAL	13	100.0	9160	100.0
FIELD 14-06 VIDEO DIPSLAY TERMINALS				
0 NO PROVISION	12	92.3	8660	94.5
1 PREGNANT EMPLOYEES RIGHT TO BE REASSIGNED OR TAKE LEAVE OF ABSENCE	1	7.7	500	5.5
2 RESTRICTION ON HOURS/REST BREAKS	-	-	-	-
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 14-07 ALCOHOL AND DRUG REHABILITATION PROGRAM				
0 NO PROVISION	11	84.6	8310	90.7
1 PROVISION	2	15.4	850	9.3
TOTAL	13	100.0	9160	100.0

SECTION 15 - MISCELLANEOUS PROVISIONS

FIELD 15-01 LABOUR-MANAGEMENT COMMITTEE				
0 NO PROVISION	9	69.2	7242	79.1
1 PROVISION	4	30.8	1918	20.9
TOTAL	13	100.0	9160	100.0
FIELD 15-02 SEXUAL HARASSMENT				
0 NO PROVISION	13	100.0	9160	100.0
1 POLICY STATEMENT ONLY	-	-	-	-
2 POLICY AND/OR COMPLAINT PROCEDURE	-	-	-	-
3 MENTIONED BUT NOT SPECIFIED	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 15-03 DAY CARE FACILITIES FOR CHILDREN OF EMPLOYEES				
0 NO PROVISION	13	100.0	9160	100.0
1 PROVISION	-	-	-	-
TOTAL	13	100.0	9160	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 15=04 JOB EVALUATION PLAN				
0 NO PROVISION	10	76.9	4520	49.3
1 PROVISION	3	23.1	4640	50.7
TOTAL	13	100.0	9160	100.0
FIELD 15=05 MOVING EXPENSES OR ALLOWANCE				
0 NO PROVISION	13	100.0	9160	100.0
1 PROVISION	-	-	-	-
TOTAL	13	100.0	9160	100.0
FIELD 15=06 WORK CLOTHING AND/OR UNIFORM ALLOWANCES				
0 NO PROVISION	8	61.5	3192	34.8
1 PROVISION	5	38.5	5968	65.2
TOTAL	13	100.0	9160	100.0
FIELD 15=07 TOOL ALLOWANCE				
0 NO PROVISION	3	23.1	752	8.2
1 PROVISION	10	76.9	8408	91.8
TOTAL	13	100.0	9160	100.0

PART I: c
MANUFACTURING

(47 agreements covering 58,271 employees)

Food and Beverage
Wood Products
Paper and Allied
Printing and Publishing
Metals (Primary and Fabricating)
Machinery
Transportation Equipment
Electrical Products
Miscellaneous Manufacturing

MANUFACTURING

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
SECTION 1 - GENERAL INFORMATION				
FIELD 1-01 PARTIES TO AGREEMENT				
0 SINGLE LOCAL - SINGLE EMPLOYER	34	72.3	10811	18.6
1 SINGLE LOCAL - MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	6	12.8	9890	17.0
2 MULTI-LOCAL (SAME UNION) AND SINGLE EMPLOYER	-	-	-	-
3 MULTI-LOCAL (SAME UNION) AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	5	10.6	36950	63.4
4 MULTI-UNION AND SINGLE EMPLOYER	2	4.3	620	1.1
5 MULTI-UNION AND MULTI-EMPLOYER OR EMPLOYERS'ASSOCIATION	-	-	-	-
TOTAL	47	100.0	58271	100.0
FIELD 1-02 SIZE OF BARGAINING UNIT				
0 UNDER 100 EMPLOYEES	1	2.1	88	0.2
1 100 - 199 EMPLOYEES	18	38.3	2483	4.3
2 200 - 499 EMPLOYEES	12	25.5	3266	5.6
3 500 - 999 EMPLOYEES	4	8.5	2794	4.8
4 1000 - 4999 EMPLOYEES	10	21.3	19040	32.7
5 5000 - 9,999 EMPLOYEES	1	2.1	6500	11.2
6 10,000 OR MORE EMPLOYEES	1	2.1	24100	41.4
TOTAL	47	100.0	58271	100.0
FIELD 1-03 JURISDICTION OF AGREEMENT				
0 PROVINCIAL	43	91.5	49771	85.4
1 FEDERAL	4	8.5	8500	14.6
TOTAL	47	100.0	58271	100.0
FIELD 1-04 SECTOR				
0 PRIVATE	47	100.0	58271	100.0
1 PUBLIC	-	-	-	-
TOTAL	47	100.0	58271	100.0
FIELD 1-05 TERM OF AGREEMENT				
0 1 YEAR	1	2.1	148	0.3
1 MORE THAN 1 YEAR, LESS THAN 2	1	2.1	103	0.2
2 2 YEARS	22	46.8	15331	26.3
3 MORE THAN 2 YEARS, LESS THAN 3	5	10.6	2762	4.7
4 3 YEARS	16	34.0	38964	66.9
5 MORE THAN 3 YEARS	2	4.3	963	1.7
6 OTHER	-	-	-	-
TOTAL	47	100.0	58271	100.0
FIELD 1-06 EXPIRY DATE OF AGREEMENT				
0 2ND HALF OF 1984	-	-	-	-
1 1ST HALF OF 1985	1	2.1	1500	2.6
2 2ND HALF OF 1985	8	17.0	3106	5.3
3 1ST HALF OF 1986	22	46.8	25719	44.1
4 2ND HALF OF 1986	7	14.9	25885	44.4
5 1ST HALF OF 1987	5	10.6	1048	1.8
6 2ND HALF OF 1987	3	6.4	613	1.1
7 LATER THAN 1987	1	2.1	406	0.7
TOTAL	47	100.0	58271	100.0

MANUFACTURING

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 1-07 GEOGRAPHICAL BREAKDOWN				
0 EAST AND WEST KOOTENAYS	-	-	-	-
1 OKANAGAN	3	6.4	706	1.2
2 SOUTHERN INTERIOR	1	2.1	6500	11.2
3 LOWER COAST AND LOWER MAINLAND	31	66.0	8283	14.2
4 VANCOUVER ISLAND	-	-	-	-
5 CENTRAL INTERIOR	2	4.3	5200	8.9
6 PEACE RIVER	-	-	-	-
7 NORTH WEST	2	4.3	2090	3.6
8 TWO OR MORE REGIONS	8	17.0	35490	60.9
9 INTER-PROVINCIAL	-	-	-	-
TOTAL	47	100.0	58271	100.0
SECTION 2 - MANAGEMENT RIGHTS AND UNION SECURITY				
FIELD 2-01 MANAGEMENT RIGHTS CLAUSE				
0 NO PROVISION	11	23.4	3590	6.2
1 GENERAL STATEMENT OF MANAGEMENT RIGHTS	15	31.9	39661	68.1
2 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS WITH MANAGEMENT	9	19.1	3614	6.2
3 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS NOT SPECIFIED	12	25.5	11406	19.6
4 OTHER	-	-	-	-
TOTAL	47	100.0	58271	100.0
FIELD 2-02 CONTRACTING OUT				
0 NO PROVISION	23	48.9	17270	29.6
1 CONTRACTING OUT RESTRICTED TO OTHER UNION EMPLOYEES	5	10.6	2360	4.1
2 CONTRACTING OUT RESTRICTED - NO DISPLACEMENT OF PRESENT EMPLOYEES	12	25.5	9488	16.3
3 CONTRACTING OUT RESTRICTED - PAYMENT OF UNION WAGE RATE REQUIRED	-	-	-	-
4 CONTRACTING OUT RESTRICTED - COMBINATION OF 1, 2, AND/OR 3	3	6.4	4488	7.7
5 CONTRACTING OUT PROHIBITED ENTIRELY	1	2.1	230	0.4
6 OTHER	3	6.4	24435	41.9
TOTAL	47	100.0	58271	100.0
FIELD 2-03 UNION SECURITY CLAUSE				
0 NO PROVISION	2	4.3	5500	9.4
1 CLOSED SHOP	4	8.5	557	1.0
2 UNION SHOP	26	55.3	10479	18.0
3 MODIFIED UNION SHOP (COMPULSORY MEMBERSHIP FOR NEW EMPLOYEES)	10	21.3	38304	65.7
4 MAINTENANCE OF MEMBERSHIP	2	4.3	3000	5.1
5 RAND FORMULA	1	2.1	180	0.3
6 OTHER	2	4.3	251	0.4
TOTAL	47	100.0	58271	100.0
FIELD 2-04 AUTHORIZATION OF DUES CHECK-OFF				
0 NO PROVISION	-	-	-	-
1 VOLUNTARY	1	2.1	600	1.0
2 COMPULSORY FOR ALL EMPLOYEES (ALL EMPLOYEES MUST BE UNION MEMBERS)	30	63.8	11036	18.9
3 COMPULSORY FOR ALL EMPLOYEES (NOT ALL EMPLOYEES MUST BE UNION MEMBERS)	13	27.7	41032	70.4
4 COMPULSORY FOR ALL EMPLOYEES (UNION MEMBERSHIP UNSPECIFIED)	-	-	-	-
5 COMPULSORY FOR UNION MEMEBERS ONLY	2	4.3	5500	9.4
6 OTHER	1	2.1	103	0.2
TOTAL	47	100.0	58271	100.0

MANUFACTURING

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 2-05 RIGHT TO REFUSE TO CROSS PICKET LINES, HANDLE HOT CARGOES, ETC.				
0 NO PROVISION	23	48.9	49567	85.1
1 CROSS PICKET LINES	7	14.9	2543	4.4
2 HOT CARGOES	-	-	-	-
3 NON-UNION WORKERS	-	-	-	-
4 COMBINATION OF 1, 2, AND/OR 3	15	31.9	5750	9.9
5 OTHER	2	4.3	391	0.7
TOTAL	47	100.0	58271	100.0
SECTION 3 - SENIORITY				
FIELD 3-01 SENIORITY UNIT				
0 NO PROVISION	4	8.5	5910	10.1
1 UNION HIRING HALL	-	-	-	-
2 EMPLOYER (PLANT, BARGAINING UNIT)	19	40.4	10572	18.1
3 DEPARTMENT (BRANCH, DIVISION)	2	4.3	210	0.4
4 CRAFT (OCCUPATION)	1	2.1	851	1.5
5 EMPLOYER AND DEPARTMENT	11	23.4	8329	14.3
6 EMPLOYER AND CRAFT	1	2.1	206	0.4
7 COMBINATION OF THE ABOVE	8	17.0	8093	13.9
8 OTHER	1	2.1	24100	41.4
TOTAL	47	100.0	58271	100.0
FIELD 3-02 LENGTH OF PROBATIONARY PERIOD				
0 NO PROVISION	4	8.5	1248	2.1
1 ONE CALENDAR MONTH	2	4.3	306	0.5
2 TWO CALENDAR MONTHS	1	2.1	180	0.3
3 THREE CALENDAR MONTHS	3	6.4	2006	3.4
4 SIX CALENDAR MONTHS	-	-	-	-
5 THIRTY WORKING DAYS	12	25.5	37126	63.7
6 FORTY-FIVE WORKING DAYS	2	4.3	1100	1.9
7 SIXTY WORKING DAYS	3	6.4	1351	2.3
8 240 WORKING DAYS	-	-	-	-
9 OTHER	20	42.6	14954	25.7
TOTAL	47	100.0	58271	100.0
FIELD 3-03 SENIORITY DETERMINING PROMOTION				
0 NO PROVISION	9	19.1	31906	54.6
1 STRAIGHT SENIORITY	1	2.1	125	0.2
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	19	40.4	18973	32.6
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	12	25.5	6253	10.7
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	6	12.8	1014	1.7
5 OTHER	-	-	-	-
TOTAL	47	100.0	58271	100.0
FIELD 3-04 SENIORITY DETERMINING LAYOFF				
0 NO PROVISION	4	8.5	5862	10.1
1 STRAIGHT SENIORITY	7	14.9	4697	8.1
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	28	59.6	43954	75.4
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	3	6.4	1800	3.1
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	5	10.6	1958	3.4
5 OTHER	-	-	-	-
TOTAL	47	100.0	58271	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 3-05 NOTICE OF LAYOFF OR PAY IN LIEU OF NOTICE				
0 NO PROVISION	24	51.1	51065	87.6
1 LESS THAN 24 HOURS	2	4.3	525	0.9
2 24 HOURS TO 96 HOURS	5	10.6	1016	1.7
3 72 HOURS	1	2.1	130	0.2
4 ONE WEEK	1	2.1	120	0.2
5 TWO WEEKS	3	6.4	1739	3.0
6 ONE MONTH	-	-	-	-
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	5	10.6	1255	2.2
8 NOTICE MENTIONED, LENGTH NOT SPECIFIED	1	2.1	850	1.5
9 OTHER	5	10.6	1549	2.7
TOTAL	47	100.0	58271	100.0
FIELD 3-06 RECALL PROCEDURE				
0 NO PROVISION	6	12.8	6309	10.8
1 STRAIGHT SENIORITY	5	10.6	1524	2.6
2 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	30	63.8	47500	81.5
3 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE EQUAL	1	2.1	800	1.4
4 SENIORITY CONSIDERED WITH OTHER FACTORS	3	6.4	1613	2.8
5 UNION HIRING HALL REFERRAL	1	2.1	400	0.7
6 OTHER	1	2.1	125	0.2
TOTAL	47	100.0	58271	100.0
FIELD 3-07 LOSS OF SENIORITY RECALL RIGHTS				
0 NO PROVISION	12	25.5	9128	15.7
1 FAILURE TO REPORT WHEN NOTIFIED	5	10.6	4179	7.2
2 AFTER A SPECIFIED PERIOD OFF WORK	1	2.1	24100	41.4
3 EITHER FAILURE TO REPORT OR AFTER A SPECIFIC PERIOD OFF WORK	29	61.7	20864	35.8
TOTAL	47	100.0	58271	100.0
FIELD 3-08 RETENTION OF SENIORITY DURING LAYOFF				
0 NO PROVISION	7	14.9	7816	13.4
1 LESS THAN SIX MONTHS	2	4.3	250	0.4
2 SIX MONTHS	1	2.1	120	0.2
3 SEVEN TO TWELVE MONTHS	2	4.3	1020	1.8
4 TWELVE MONTHS	10	21.3	4287	7.4
5 MORE THAN TWELVE MONTHS UP TO AND INCLUDING TWENTY-FOUR MONTHS	5	10.6	1408	2.4
6 MORE THAN TWENTY-FOUR MONTHS	1	2.1	851	1.5
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	13	27.7	38540	66.1
8 NOT SPECIFIED OR INDEFINITE	4	8.5	3370	5.8
9 SENIORITY LOST ON LAYOFF	-	-	-	-
10 OTHER	2	4.3	609	1.0
TOTAL	47	100.0	58271	100.0
FIELD 3-09 RETENTION OF SENIORITY DURING ILLNESS OR INJURY				
0 NO PROVISION	25	53.2	37762	64.8
1 UP TO 1 YEAR	6	12.8	12295	21.1
2 12 - 24 MONTHS	5	10.6	1224	2.1
3 MORE THAN 24 MONTHS	2	4.3	3000	5.1
4 VARIES BY TYPE OF INCAPACITATION	-	-	-	-
5 OTHER	9	19.1	3990	6.8
TOTAL	47	100.0	58271	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 3-10 SENIORITY ON TRANSFER FROM BARGAINING UNIT				
0 NO PROVISION	23	48.9	19053	32.7
1 SENIORITY LOST ON TRANSFER	1	2.1	140	0.2
2 SENIORITY RETAINED FOR SPECIFIED PERIOD ONLY	15	31.9	34088	58.5
3 SENIORITY RETAINED INDEFINITELY	6	12.8	4410	7.6
4 VARIES DEPENDING ON CIRCUMSTANCE OF TRANSFER	1	2.1	400	0.7
5 OTHER	1	2.1	180	0.3
TOTAL	47	100.0	58271	100.0
FIELD 3-11 SUPER SENIORITY (SPECIAL SENIORITY) ON LAY-OFFS, ETC.				
0 NO PROVISION	41	87.2	55934	96.0
1 FOR UNION OFFICIALS	2	4.3	796	1.4
2 SPECIAL SKILLS, APPRENTICES	4	8.5	1541	2.6
3 COMBINATION OF ALTERNATIVES	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	47	100.0	58271	100.0

SECTION 4 - JOB OPPORTUNITY AND PROTECTION

FIELD 4-01 JOB POSTING				
0 NO PROVISION	11	23.4	9754	16.7
1 PROVISION	36	76.6	48517	83.3
TOTAL	47	100.0	58271	100.0
FIELD 4-02 PREFERRED EMPLOYMENT FOR OLDER OR DISABLED WORKERS (EXISTING EMPLOYEES)				
0 NO PROVISION	34	72.3	52741	90.5
1 OLDER WORKERS	-	-	-	-
2 DISABLED WORKERS	10	21.3	3548	6.1
3 COMBINATION OF BOTH OLDER AND DISABLED WORKERS	3	6.4	1982	3.4
TOTAL	47	100.0	58271	100.0
FIELD 4-03 LIMITATION OF PART-TIME WORKERS, TRAINEES				
0 NO PROVISION	42	89.4	47620	81.7
1 PROVISION	5	10.6	10651	18.3
TOTAL	47	100.0	58271	100.0
FIELD 4-04 TRAINING OR RETRAINING (OTHER THAN TECHNOLOGICAL CHANGE)				
0 NO PROVISION	16	34.0	12114	20.8
1 APPRENTICESHIP	11	23.4	4995	8.6
2 COMPANY PROVIDES ON-THE-JOB TRAINING EXPERIENCES	3	6.4	605	1.0
3 COMPANY SPONSORS OFF-PREMISES TRAINING PROGRAMS	2	4.3	1625	2.8
4 1 AND 2	5	10.6	3075	5.3
5 1 AND 3	-	-	-	-
6 2 AND 3	3	6.4	563	1.0
7 1, 2 AND 3	3	6.4	10726	18.4
8 TRAINING AT EMPLOYEE INITIATION - COMPANY MAY OR MAY NOT REIMBURSE	-	-	-	-
9 LABOUR AND MANAGEMENT TRAINING PROGRAM	2	4.3	320	0.5
10 OTHER	2	4.3	24248	41.6
TOTAL	47	100.0	58271	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 4-05 JOURNEYMAN-APPRENTICE RATIO				
0 NO PROVISION	36	60.9	54522	93.6
1 MAXIMUM 1 APPRENTICE FOR EACH JOURNEYMAN	1	2.1	400	0.7
2 MAXIMUM 1 APPRENTICE FOR EACH 2 JOURNEYMEN	-	-	-	-
3 MAXIMUM 1 APPRENTICE FOR EACH 3 JOURNEYMEN	1	2.1	140	0.2
4 MAXIMUM 1 APPRENTICE FOR EACH 4 JOURNEYMEN	2	4.3	1020	1.8
5 MAXIMUM 1 APPRENTICE FOR EACH 5 JOURNEYMEN	1	2.1	100	0.2
6 MAXIMUM 1 APPRENTICE FOR EACH 6 OR MORE JOURNEYMEN	2	4.3	489	0.8
7 NOT SPECIFIED	2	4.3	1600	2.7
TOTAL	47	100.0	58271	100.0
FIELD 4-06 DISTRIBUTION OF WORK DURING SLACK PERIODS/ WORK SHARING				
0 NO PROVISION	39	83.0	56233	96.5
1 REDUCTION IN NORMAL HOURS OF WORK	4	8.5	1298	2.2
2 CHANGE IN TYPE OF WORK	-	-	-	-
3 COMBINATION OF 1 AND 2	1	2.1	140	0.2
4 OTHER	3	6.4	600	1.0
TOTAL	47	100.0	58271	100.0
FIELD 4-07 RATE ON TEMPORARY REASSIGNMENT				
0 NO PROVISION	25	53.2	49153	84.4
1 REGULAR RATE OF EMPLOYEE	-	-	-	-
2 RATE OF TEMPORARY JOB OR REGULAR JOB - WHICHEVER IS GREATER	21	44.7	8518	14.6
3 RATE OF TEMPORARY JOB	-	-	-	-
4 OTHER	1	2.1	600	1.0
TOTAL	47	100.0	58271	100.0
FIELD 4-08 GUARANTEED EMPLOYMENT OR EARNINGS				
0 NO PROVISION	33	70.2	48465	83.2
1 DAILY GUARANTEE FOR SOME OR ALL EMPLOYEES	5	10.6	2638	4.9
2 WEEKLY GUARANTEE FOR SOME OR ALL EMPLOYEES	4	8.5	618	1.1
3 MONTHLY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
4 ANNUAL GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
5 OTHER	5	10.6	6350	10.9
TOTAL	47	100.0	58271	100.0
FIELD 4-09 MOONLIGHTING				
0 NO PROVISION	37	78.7	54562	93.6
1 PROHIBITED	4	8.5	2295	3.9
2 PERMITTED - WITH RESTRICTIONS	5	10.6	1194	2.0
3 PERMITTED - WITHOUT RESTRICTIONS	-	-	-	-
4 OTHER	1	2.1	220	0.4
TOTAL	47	100.0	58271	100.0
FIELD 4-10 CLASSIFICATION OF NEWLY-CREATED JOBS				
0 NO PROVISION	21	44.7	11597	19.9
1 UNION-MANAGEMENT CONSULTATION ONLY	7	14.9	15012	25.8
2 ARBITRATION IF CONSULTATION FAILS	18	38.3	7562	13.0
3 OTHER	1	2.1	24100	41.4
TOTAL	47	100.0	58271	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
SECTION 5 - TECHNOLOGICAL CHANGE				
FIELD 5-01 TECHNOLOGICAL CHANGE, ADVANCE NOTICE TO UNION				
0 NO PROVISION	12	25.5	10201	17.5
1 LESS THAN THREE MONTHS	5	10.6	1081	1.9
2 THREE MONTHS	11	23.4	2537	4.4
3 SIX MONTHS	10	21.3	38023	65.3
4 MORE THAN SIX MONTHS	-	-	-	-
5 NOTICE MENTIONED - TIME NOT SPECIFIED	8	17.0	6281	10.8
6 OTHER	1	2.1	148	0.3
TOTAL	47	100.0	58271	100.0
FIELD 5-02 CONSULTATION IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	25	53.2	49293	84.6
1 CONSULTATION VIA SPECIAL LABOUR-MANAGEMENT COMMITTEE	10	21.3	5682	9.8
2 CONSULTATION - DETAILS UNSPECIFIED	12	25.5	3296	5.7
3 OTHER	-	-	-	-
TOTAL	47	100.0	58271	100.0
FIELD 5-03 ARBITRATION OF TECHNOLOGICAL CHANGE DISPUTE				
0 NO PROVISION	34	72.3	52189	89.6
1 PROVISION	13	27.7	6082	10.4
TOTAL	47	100.0	58271	100.0
FIELD 5-04 TECHNOLOGICAL CHANGE: EMPLOYMENT SECURITY				
0 NO PROVISION	12	25.5	9161	15.7
1 STRAIGHT LAYOFF	-	-	-	-
2 LAYOFF WITH SEVERANCE PAY OR S.U.B.	25	53.2	35853	61.5
3 WORK FORCE REDUCED THROUGH ATTRITION OR EARLY RETIREMENT	-	-	-	-
4 SOME FORM OF WAGE OR EMPLOYMENT GUARANTEE (OTHER THAN S.U.B./SEVERANCE)	3	6.4	970	1.7
5 COMBINATION	4	8.5	11577	19.9
6 NO REDUCTION IN TOTAL NUMBER OF EMPLOYEES	2	4.3	600	1.0
7 OTHER	1	2.1	110	0.2
TOTAL	47	100.0	58271	100.0
FIELD 5-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE PAY				
0 NO PROVISION	23	48.9	18017	30.9
1 LESS THAN ONE YEAR	1	2.1	851	1.5
2 ONE YEAR	15	31.9	33370	57.3
3 TWO YEARS	2	4.3	445	0.8
4 THREE YEARS	-	-	-	-
5 FOUR YEARS	-	-	-	-
6 FIVE YEARS	3	6.4	2500	4.3
7 TEN YEARS	-	-	-	-
8 OTHER	3	6.4	3088	5.3
TOTAL	47	100.0	58271	100.0

MANUFACTURING

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 5=06 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	18	38.3	12441	21.4
1 ONE WEEK'S PAY PER YEAR OF SERVICE	13	27.7	37257	63.9
2 ONE WEEKS'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	4	8.5	856	1.5
3 VARIES ACCORDING TO LENGTH OF SERVICE	3	6.4	1375	2.4
4 FLAT AMOUNT (E.G. $50/YEAR OR $500 ON TERMINATION, ETC.)	2	4.3	347	0.6
5 OTHER	7	14.9	5995	10.3
TOTAL	47	100.0	58271	100.0
FIELD 5=07 MAXIMUM AMOUNT OF SEVERANCE PAY				
0 NO PROVISION	22	46.8	13093	22.5
1 LESS THAN 20 WEEKS' PAY	5	10.6	906	1.6
2 20 - 25 WEEKS' PAY	4	8.5	1831	3.1
3 26 - 29 WEEKS' PAY	4	8.5	641	1.1
4 30 - 51 WEEKS' PAY	6	12.8	36569	62.8
5 52 WEEK'S PAY OR MORE	2	4.3	1251	2.1
6 NO MAXIMUM	2	4.3	980	1.7
7 OTHER	2	4.3	3000	5.1
TOTAL	47	100.0	58271	100.0
FIELD 5=08 TECHNOLOGICAL CHANGE: NOTICE OF PERMANENT LAYOFF				
0 NO PROVISION	41	87.2	56161	96.4
1 LESS THAN THREE MONTHS	3	6.4	1019	1.7
2 THREE MONTHS OR MORE, LESS THAN SIX MONTHS	1	2.1	140	0.2
3 SIX MONTHS OR MORE, LESS THAN ONE YEAR	2	4.3	951	1.6
4 MENTIONED, NOT SPECIFIED	-	-	-	-
5 BY LENGTH OF SERVICE	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	47	100.0	58271	100.0
FIELD 5=09 OPTIONS FOR EMPLOYEES RETAINED				
0 NO PROVISION	13	27.7	19739	33.9
1 OPPORTUNITY TO BE TRAINED OR RETRAINED	21	44.7	8953	15.4
2 MAINTENANCE OF CURRENT WAGE RATE IF REQUIRED TO MOVE TO LOWER GRADED JOB	2	4.3	24210	41.5
3 GUARANTEE OF ONLY SLIGHTLY LOWER PAY IF MOVED TO LOWER GRADED JOB	-	-	-	-
4 TRANSFER ALLOWANCE AND/OR PROGRAM	-	-	-	-
5 COMBINATION OF ABOVE ALTERNATIVES	11	23.4	5369	9.2
6 OTHER	-	-	-	-
TOTAL	47	100.0	58271	100.0
FIELD 5=10 TRAINING IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	15	31.9	21049	36.1
1 COMPANY PROGRAM	5	10.6	1522	2.6
2 UNION PROGRAM OR JOINT COMPANY-UNION PROGRAM	-	-	-	-
3 COMPANY-UNION PROGRAM IN CONJUNCTION WITH PROVINCIAL AND/OR FEDERAL GOVERNMENT	7	14.9	28686	49.2
4 TRAINING OR RETRAINING MENTIONED BUT NOT SPECIFIED	20	42.6	7014	12.0
5 OTHER	-	-	-	-
TOTAL	47	100.0	58271	100.0
FIELD 5=11 TECHNOLOGICAL CHANGE: REOPENER				
0 NO PROVISION	47	100.0	58271	100.0
1 PROVISION	-	-	-	-
TOTAL	47	100.0	58271	100.0

MANUFACTURING

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 5-12 TECHNOLOGICAL CHANGE: RELOCATON ALLOWANCE				
0 NO PROVISION	47	100.0	58271	100.0
1 EMPLOYER PAYS FULL COST	-	-	-	-
2 EMPLOYER PAYS PERCENTAGE OF COST	-	-	-	-
3 EMPLOYER PAYS PERCENTAGE OF COST, BUT MAXIMUM NOT SPECIFIED	-	-	-	-
4 FLAT AMOUNT	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	47	100.0	58271	100.0

SECTION 6 - COMPENSATION PRACTICE AND RELATED PROVISIONS

FIELD 6-01 FREQUENCY OF DEFERRED WAGE INCREASES				
0 NO WAGE ADJUSTMENTS DEFERRED DURING LIFE OF AGREEMENT	5	10.6	5876	10.1
1 WAGE ADJUSTMENT EVERY SIX MONTHS	3	6.4	414	0.7
2 WAGE ADJUSTMENT YEARLY	27	57.4	49121	84.3
3 IRREGULARLY SCHEDULED WAGE INCREASES	11	23.4	2510	4.3
4 VARIES FOR DIFFERENT CATEGORIES OF WORKERS	1	2.1	350	0.6
5 OTHER	-	-	-	-
TOTAL	47	100.0	58271	100.0
FIELD 6-02 OTHER WAGE ADJUSTMENTS				
0 NO PROVISION	46	97.9	57871	99.3
1 DATE SPECIFIED, AMOUNT DETERMINED LATER	-	-	-	-
2 REOPENER CLAUSE - MUTUAL CONSENT REQUIRED	-	-	-	-
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	1	2.1	400	0.7
TOTAL	47	100.0	58271	100.0
FIELD 6-03 SEVERANCE PAY				
0 NO PROVISION	27	57.4	39069	67.0
1 SEVERANCE PAY PLAN	17	36.2	17276	29.6
2 LAYOFF BENEFITS PLAN	1	2.1	206	0.4
3 SEVERANCE PAY AND LAYOFF BENEFITS PLAN	1	2.1	1500	2.6
4 PLAN EXISTS: NO DETAILS	-	-	-	-
5 OTHER	1	2.1	220	0.4
TOTAL	47	100.0	58271	100.0
FIELD 6-04 SUPPLEMENTARY UNEMPLOYMENT BENEFITS				
0 NO PROVISION	45	95.7	55031	94.4
1 PROVISION	2	4.3	3240	5.6
TOTAL	47	100.0	58271	100.0
FIELD 6-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE BENEFITS				
0 NO PROVISION	31	66.0	44542	76.4
1 LESS THAN ONE YEAR	5	10.6	2282	3.9
2 ONE YEAR	5	10.6	8909	15.3
3 TWO YEARS	2	4.3	1470	2.5
4 THREE YEARS	1	2.1	180	0.3
5 FIVE YEARS	1	2.1	400	0.7
6 TEN YEARS	-	-	-	-
7 OTHER	2	4.3	488	0.8
TOTAL	47	100.0	58271	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 6-06 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	26	55.3	38969	66.9
1 ONE DAY'S PAY PER YEAR OF SERVICE	1	2.1	125	0.2
2 ONE WEEK'S PAY PER YEAR OF SERVICE	10	21.3	13363	22.9
3 ONE WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	1	2.1	195	0.3
4 VARIES ACCORDING TO LENGTH OF SERVICE	7	14.9	3268	5.6
5 FLAT AMOUNT (E.G. LUMP SUM ON TERMINATION)	-	-	-	-
6 OTHER	2	4.3	2351	4.0
TOTAL	47	100.0	58271	100.0
FIELD 6-07 MAXIMUM ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	36	76.6	53699	92.2
1 LESS THAN 20 WEEKS' PAY	3	6.4	1215	2.1
2 20 WEEKS' PAY	2	4.3	1456	2.5
3 21 - 25 WEEKS' PAY	-	-	-	-
4 26 - 29 WEEKS' PAY	1	2.1	140	0.2
5 30 - 52 WEEKS' PAY	3	6.4	1481	2.5
6 NO MAXIMUM	2	4.3	280	0.5
7 OTHER	-	-	-	-
TOTAL	47	100.0	58271	100.0
FIELD 6-08 COLA				
0 NO PROVISION	37	78.7	52679	90.4
1 PROVISION EXISTS AND IS EFFECTIVE DURING AGREEMENT	9	19.1	5504	9.4
2 PROVISION EXISTS AND IS TO BE IMPLEMENTED AT A LATER DATE	1	2.1	88	0.2
TOTAL	47	100.0	58271	100.0
FIELD 6-09 COLA: FREQUENCY				
0 NO PROVISION	37	78.7	52679	90.4
1 AUTOMATIC MONTHLY ADJUSTMENT	3	6.4	383	0.7
2 AUTOMATIC QUARTERLY ADJUSTMENT	2	4.3	513	0.9
3 AUTOMATIC SEMI-ANNUALLY ADJUSTMENT	-	-	-	-
4 AUTOMATIC ANNUAL ADJUSTMENT	-	-	-	-
5 IN LINE WITH CONTRACT WAGE AGREEMENTS	-	-	-	-
6 ADJUSTED DURING TERM OF AGREEMENT	4	8.5	2956	5.1
7 REVIEW AT IRREGULAR INTERVALS	-	-	-	-
8 CANNOT DETERMINE	-	-	-	-
9 OTHER	1	2.1	1740	3.0
TOTAL	47	100.0	58271	100.0

SECTION 7 - REGULAR HOURS AND DAYS OF WORK

FIELD 7-01 NORMAL DAILY WORK HOURS - NON OFFICE EMPLOYEES				
0 NO PROVISION			5500	9.5
1 LESS THAN SEVEN HOURS			-	-
2 SEVEN HOURS			390	0.7
3 7 1/4 HOURS			-	-
4 7 1/2 HOURS			1256	2.2
5 7 3/4 HOURS			500	0.9
6 EIGHT HOURS			48614	83.9
7 MORE THAN EIGHT HOURS			1160	2.0
8 FLEXIBLE WORK HOURS			-	-
9 OTHER			502	0.9
TOTAL			57922	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-02 NORMAL DAILY WORK HOURS - OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 LESS THAN SEVEN HOURS			-	-
2 SEVEN HOURS			320	91.7
3 7 1/4 HOURS			-	-
4 7 1/2 HOURS			7	2.0
5 7 3/4 HOURS			-	-
6 EIGHT HOURS			22	6.3
7 MORE THAN EIGHT HOURS			-	-
8 FLEXIBLE WORK HOURS			-	-
9 OTHER			-	-
TOTAL			349	100.0
FIELD 7-03 NORMAL WEEKLY WORK DAYS - NON OFFICE EMPLOYEES				
0 NO PROVISION			5500	9.5
1 THREE DAYS			-	-
2 FOUR DAYS			1081	1.9
3 FIVE DAYS			50839	87.8
4 VARIES BY SEASON, LOCATION, ETC.			-	-
5 NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)			126	0.2
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			-	-
7 OTHER			376	0.6
TOTAL			57922	100.0
FIELD 7-04 NORMAL WEEKLY WORK DAYS - OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 THREE DAYS			-	-
2 FOUR DAYS			-	-
3 FIVE DAYS			327	93.7
4 VARIES BY SEASON, LOCATION, ETC.			-	-
5 NO STANDARD WEEKLY WORK DAYS			-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			-	-
7 OTHER			22	6.3
TOTAL			349	100.0
FIELD 7-05 NORMAL WEEKLY WORK HOURS - NON OFFICE EMPLOYEES				
0 NO PROVISION			5500	9.5
1 LESS THAN 35 HOURS			-	-
2 35 HOURS			620	1.1
3 37 1/2 HOURS			1256	2.2
4 40 HOURS			48740	84.1
5 MORE THAN 40 HOURS			-	-
6 OTHER			1806	3.1
TOTAL			57922	100.0
FIELD 7-06 NORMAL WEEKLY WORK HOURS - OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 LESS THAN 35 HOURS			-	-
2 35 HOURS			320	91.7
3 37 1/2 HOURS			7	2.0
4 40 HOURS			-	-
5 MORE THAN 40 HOURS			-	-
6 OTHER			22	6.3
TOTAL			349	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-07 DAYS OFF PER WEEK				
0 NO PROVISION	4	8.5	8091	13.9
1 TWO DAYS (CONSECUTIVE)	36	76.6	47848	82.1
2 TWO DAYS (NOT CONSECUTIVE)	-	-	-	-
3 THREE DAYS (CONSECUTIVE)	-	-	-	-
4 THREE DAYS (NOT CONSECUTIVE)	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 VARIED FOR CONTINUOUS OR NON-CONTINUOUS OPERATIONS	1	2.1	148	0.3
7 OTHER	6	12.8	2184	3.7
TOTAL	47	100.0	58271	100.0
FIELD 7-08 REPORTING PAY - WORK NOT COMMENCED				
0 LEGISLATION (2 HOURS' PAY)	26	55.3	28007	48.1
1 THREE HOURS' PAY	1	2.1	195	0.3
2 FOUR HOURS' PAY	10	21.3	26907	46.2
3 FULL SHIFT'S PAY	8	17.0	2642	4.5
4 OTHER	2	4.3	520	0.9
TOTAL	47	100.0	58271	100.0
FIELD 7-09 REPORTING PAY - WORK HAS COMMENCED				
0 LEGISLATION (4 HOURS' PAY)	37	78.7	55109	94.6
1 MORE THAN FOUR HOURS' PAY BUT LESS THAN A FULL SHIFT'S PAY	-	-	-	-
2 FULL SHIFT'S PAY	8	17.0	2642	4.5
3 OTHER	2	4.3	520	0.9
TOTAL	47	100.0	58271	100.0
FIELD 7-10 PAID REST PERIODS				
0 NO PROVISION	11	23.4	10832	18.6
1 TWO FOR A TOTAL OF 20 MINUTES	22	46.8	41646	71.5
2 TWO FOR A TOTAL OF 30 MINUTES	13	27.7	5193	8.9
3 TWO FOR A TOTAL OF 40 MINUTES	-	-	-	-
4 VARIES WITH DIFFERENT CATEGORIES OF EMPLOYEES	-	-	-	-
5 REST PERIOD MENTIONED BUT NOT SPECIFIED	-	-	-	-
6 OTHER	1	2.1	600	1.0
TOTAL	47	100.0	58271	100.0
FIELD 7-11 NOTICE OF CHANGE IN HOURS, DAYS, SHIFTS, ETC.				
0 NO PROVISION	20	42.6	45560	78.2
1 LESS THAN ONE DAY (24 HOURS)	3	6.4	492	0.8
2 ONE DAY (24 HOURS)	8	17.0	5111	8.8
3 MORE THAN ONE DAY LESS THAN THREE	5	10.6	2389	4.1
4 THREE DAYS TO LESS THAN SEVEN	3	6.4	2715	4.7
5 SEVEN TO FOURTEEN DAYS	4	8.5	1279	2.2
6 MORE THAN FOURTEEN DAYS	-	-	-	-
7 NOTICE MENTIONED BUT NOT SPECIFIED	1	2.1	100	0.2
8 OTHER	3	6.4	605	1.0
TOTAL	47	100.0	58271	100.0
FIELD 7-12 PORTAL-TO-PORTAL				
0 NO PROVISION	46	97.9	34171	58.6
1 PROVISION	1	2.1	24100	41.4
TOTAL	47	100.0	58271	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-13 PAID WASH, CLEAN UP, OR CLOTHES CHANGING PERIODS				
0 NO PROVISION	37	78.7	54523	93.6
1 PROVISION	10	21.3	3748	6.4
TOTAL	47	100.0	58271	100.0
FIELD 7-14 FLEXIBLE STARTING/QUITTING HOURS				
0 NO PROVISION	45	95.7	57739	99.1
1 PROVISION	2	4.3	532	0.9
TOTAL	47	100.0	58271	100.0
FIELD 7-15 COMPRESSED WORK WEEK				
0 NO PROVISION	40	85.1	56953	97.7
1 THREE DAY WEEK IN PROGRESS	-	-	-	-
2 FOUR DAY WEEK IN PROGRESS	2	4.3	333	0.6
3 ALTERNATING 4, 5, IN PROGRESS	-	-	-	-
4 TO COMMENCE DURING TERM OF AGREEMENT	1	2.1	259	0.4
5 UNDER STUDY	-	-	-	-
6 OTHER	4	8.5	726	1.2
TOTAL	47	100.0	58271	100.0

SECTION 8 - OVERTIME AND PREMIUM PAY

FIELD 8-01 OVERTIME RATE AFTER NORMAL DAILY WORK HOURS				
0 1 1/2 X	9	19.1	7173	12.3
1 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
2 1 1/2 X FOR TWO HOURS, THEN 2 X	8	17.0	2061	3.6
3 1 1/2 X FOR THREE HOURS, THEN 2 X	8	17.0	39270	67.4
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	-	-	-	-
6 2 X	20	42.6	7627	13.4
7 OTHER	2	4.3	1920	3.3
TOTAL	47	100.0	58271	100.0
FIELD 8-02 OVERTIME RATE AFTER NORMAL WEEKLY WORK HOURS				
0 1 1/2 X	13	27.7	42968	73.7
1 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
2 1 1/2 X FOR TWO HOURS, THEN 2 X	5	10.6	1596	2.7
3 1 1/2 X FOR THREE HOURS, THEN 2 X	2	4.3	3000	5.1
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	1	2.1	195	0.3
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	1	2.1	160	0.3
6 2 X	21	44.7	7937	13.6
7 OTHER	4	8.5	2395	4.1
TOTAL	47	100.0	58271	100.0
FIELD 8-03 OVERTIME RATE ON SIXTH DAY (OR FIRST DAY NOT NORMALLY WORKED)				
0 NO PROVISION	3	6.4	5725	9.8
1 1 1/2 X	14	29.8	42126	72.3
2 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	2	4.3	1000	1.7
4 1 1/2 X FOR THREE HOURS, THEN 2 X	-	-	-	-
5 1 1/2 X FOR FOUR HOURS, THEN 2 X	2	4.3	326	0.6
6 2 X	22	46.8	6812	11.7
7 OTHER	4	8.5	2280	3.9
TOTAL	47	100.0	58271	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-04 OVERTIME RATE ON SEVENTH DAY (OR SECOND DAY NOT NORMALLY WORKED)				
0 NO PROVISION	7	14.9	6691	11.8
1 1 1/2 X	3	6.4	2509	4.3
2 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	1	2.1	400	0.7
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	34	72.3	46831	80.4
6 3 X	1	2.1	140	0.2
7 OVERTIME RATE TIMES SUNDAY PREMIUM RATE (E.G. 1 1/2 X 1 1/2 X)	-	-	-	-
8 OTHER	1	2.1	1500	2.6
TOTAL	47	100.0	58271	100.0
FIELD 8-05 OVERTIME COMPENSATION				
0 NO PROVISION	11	23.4	34212	58.7
1 PAY ONLY	20	42.6	17343	29.8
2 FULL COMPENSATORY TIME OFF	-	-	-	-
3 CHOICE OF PAY OR COMPENSATORY TIME OFF	15	31.9	6576	11.3
4 OTHER	1	2.1	140	0.2
TOTAL	47	100.0	58271	100.0
FIELD 8-06 RIGHT TO REFUSE OVERTIME				
0 NO PROVISION	21	44.7	47673	82.2
1 RIGHT TO REFUSE	23	48.9	9207	15.8
2 NO RIGHT TO REFUSE	1	2.1	230	0.4
3 OVERTIME COMPULSORY IN CASES OF EMERGENCY	1	2.1	110	0.2
4 OTHER	1	2.1	851	1.5
TOTAL	47	100.0	58271	100.0
FIELD 8-07 DISTRIBUTION OF OVERTIME				
0 NO PROVISION	23	48.9	45928	78.8
1 BASED ON SENIORITY	9	19.1	5960	10.2
2 SHARED AMONG ALL EMPLOYEES	14	29.8	6235	10.7
3 OTHER	1	2.1	148	0.3
TOTAL	47	100.0	58271	100.0
FIELD 8-08 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON SATURDAY				
0 NO PROVISION	37	78.7	25600	43.9
1 NO PREMIUM RATE FOR REGULAR SATURDAY WORK (I.E. STRAIGHT TIME)	4	8.5	30991	53.2
2 1 1/2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	2	4.3	270	0.5
6 FLAT AMOUNT PER HOUR OR DAY	3	6.4	1190	2.0
7 PERCENTAGE OF REGULAR RATE	-	-	-	-
8 OTHER	1	2.1	220	0.4
TOTAL	47	100.0	58271	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-09 PREMIUM RATE FOR REGULAR SCHEDULED WORK ON SUNDAY				
0 NO PROVISION	35	74.5	18742	32.2
1 NO PREMIUM RATE FOR REGULAR SUNDAY WORK (I.E.STRAIGHT TIME)	-	-	-	-
2 1 1/2 X	4	8.5	35000	60.1
3 1 1/2 X FOR TWO HOURS, THEN 2 X	1	2.1	600	1.0
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	3	6.4	506	0.9
6 FLAT AMOUNT PER HOUR OR PER DAY	3	6.4	3170	5.4
7 PERCENTAGE OF REGULAR RATE	-	-	-	-
8 OTHER	1	2.1	259	0.4
TOTAL	47	100.0	58271	100.0
FIELD 8-10 CALL-IN (CALL-BACK) PAY GUARANTEE				
0 NO PROVISION	9	19.1	30700	52.7
1 MINIMUM OF TWO HOURS AT STRAIGHT TIME	-	-	-	-
2 MINIMUM OF THREE HOURS AT STRAIGHT TIME	2	4.3	1860	3.2
3 MINIMUM OF FOUR HOURS AT STRAIGHT TIME	5	10.6	918	1.6
4 MORE THAN FOUR HOURS' PAY AT STRAIGHT TIME	1	2.1	125	0.2
5 MINIMUM OF TWO HOURS AT OVERTIME RATE	3	6.4	1288	2.2
6 MINIMUM OF THREE HOURS AT OVERTIME RATE	6	12.8	12765	21.9
7 MINIMUM OF FOUR HOURS AT OVERTIME RATE	11	23.4	4796	8.2
8 MORE THAN FOUR HOURS' PAY AT OVERTIME RATE	-	-	-	-
9 OVERTIME RATE, NO MINIMUM GUARANTEE	1	2.1	1250	2.1
10 1 1/2 X FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	-	-	-	-
11 DOUBLE TIME FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	2	4.3	251	0.4
12 OTHER	7	14.9	4318	7.4
TOTAL	47	100.0	58271	100.0
FIELD 8-11 PAID MEAL PERIOD				
0 NO PROVISION	22	46.8	35647	61.2
1 ON OVERTIME, CALL-IN, HOLIDAY WORK, ETC.	21	44.7	20691	35.5
2 ON DESIGNATED SHIFTS	1	2.1	113	0.2
3 1 AND 2	3	6.4	1820	3.1
4 OTHER	-	-	-	-
TOTAL	47	100.0	58271	100.0
FIELD 8-12 MEAL ALLOWANCE ON OVERTIME OR CALL-IN				
0 NO PROVISION	16	34.0	8960	15.4
1 LESS THAN $4.00	1	2.1	600	1.0
2 $4.00 TO $4.99	2	4.3	1630	2.8
3 $5.00 TO $5.99	5	10.6	2407	4.1
4 $6.00 TO $6.99	3	6.4	539	0.9
5 $7.00 AND MORE	3	6.4	500	0.9
6 MEAL PROVIDED	8	17.0	39569	67.9
7 OTHER	9	19.1	4066	7.0
TOTAL	47	100.0	58271	100.0
FIELD 8-13 RATE FOR TRAVEL TIME ON OVERTIME, CALL-IN, ETC.				
0 NO PROVISION	42	89.4	56045	96.2
1 1 1/2 X	-	-	-	-
2 1 1/2 X FOLLOWED BY A HIGHER RATE	1	2.1	800	1.4
3 2 X	2	4.3	1081	1.9
4 FLAT AMOUNT	-	-	-	-
5 OTHER	2	4.3	345	0.6
TOTAL	47	100.0	58271	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-14 STAND-BY PAY				
0 NO PROVISION	41	87.2	32105	55.1
1 PROVISION	6	12.8	26166	44.9
TOTAL	47	100.0	58271	100.0
FIELD 8-15 PREMIUM PAY FOR HAZARDOUS, DIRTY, OR UNDERGROUND WORK				
0 NO PROVISION	37	78.7	49976	85.8
1 MULTIPLE RATE (i.e. 1 1/4 X, 1 1/2 X, OR 2 X)	2	4.3	500	0.9
2 FLAT AMOUNT PER HOUR IN ADDITION TO REGULAR WAGES	6	12.8	2295	3.9
3 PERCENTAGE OF REGULAR RATE	2	4.3	5500	9.4
4 REDUCED SHIFT	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	47	100.0	58271	100.0
FIELD 8-16 SECOND SHIFT DIFFERENTIAL				
0 NO PROVISION	6	12.8	6416	11.0
1 LESS THAN 20 CENTS PER HOUR	2	4.3	430	0.7
2 20 - 29 CENTS PER HOUR	4	8.5	3510	6.0
3 30 - 49 CENTS PER HOUR	15	31.9	40156	68.9
4 50 - 75 CENTS PER HOUR	6	12.8	2315	4.0
5 MORE THAN 75 CENTS PER HOUR	1	2.1	1250	2.1
6 1/2 HOUR'S PAY PER SHIFT	1	2.1	850	1.5
7 1 HOUR'S PAY PER SHIFT	1	2.1	100	0.2
8 PERCENTAGE OF HOURLY WAGE RATE	5	10.6	1501	2.6
9 FLAT AMOUNT PER SHIFT	-	-	-	-
10 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	2	4.3	218	0.4
11 OTHER	4	8.5	1523	2.6
TOTAL	47	100.0	58271	100.0
FIELD 8-17 THIRD SHIFT PREMIUM				
0 NO PROVISION	6	12.8	6416	11.0
1 LESS THAN 20 CENTS PER HOUR	1	2.1	180	0.3
2 20 - 29 CENTS PER HOUR	4	8.5	3360	5.8
3 30 - 49 CENTS PER HOUR	11	23.4	37711	64.7
4 50 - 74 CENTS PER HOUR	7	14.9	3186	5.5
5 75 - $1.00 PER HOUR	3	6.4	1851	3.2
6 MORE THAN $1.00 PER HOUR	2	4.3	1375	2.4
7 1/2 HOUR'S PAY PER SHIFT	-	-	-	-
8 ONE HOUR'S PAY PER SHIFT	1	2.1	850	1.5
9 TWO HOUR'S PAY PER SHIFT	1	2.1	400	0.7
10 PERCENTAGE OF HOURLY WAGE RATE	5	10.6	1501	2.6
11 FLAT AMOUNT PER SHIFT	-	-	-	-
12 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	2	4.3	216	0.4
13 OTHER	4	8.5	1223	2.1
TOTAL	47	100.0	58271	100.0
FIELD 8-18 SPLIT SHIFT DIFFERENTIAL				
0 NO PROVISION	42	89.4	53546	91.9
1 LESS THAN 20 CENTS	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 49 CENTS PER HOUR	-	-	-	-
4 50 - 75 CENTS PER HOUR	-	-	-	-
5 MORE THAN 75 CENTS PER HOUR	-	-	-	-
6 ONE HOUR'S PAY PER SHIFT	-	-	-	-
7 FLAT AMOUNT PER SHIFT	-	-	-	-
8 SPLIT SHIFT PROHIBITED	3	6.4	4250	7.3
9 OTHER	2	4.3	475	0.8
TOTAL	47	100.0	58271	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-19 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR				
0 NO PROVISION	43	91.5	56788	97.5
1 PROVISION	4	8.5	1483	2.5
TOTAL	47	100.0	58271	100.0
FIELD 8-20 ISOLATION/NORTHERN ALLOWANCE				
0 NO PROVISION	42	89.4	53211	91.3
1 PROVISION	5	10.6	5060	8.7
TOTAL	47	100.0	58271	100.0

SECTION 9 - PAID HOLIDAYS

FIELD 9-01 NUMBER OF PAID HOLIDAYS (STATUTORY AND FLOATING PER YEAR)				
0 NO PROVISION	2	4.3	5500	9.4
1 EIGHT DAYS OR LESS	-	-	-	-
2 NINE DAYS	-	-	-	-
3 TEN DAYS	3	6.4	530	0.9
4 ELEVEN DAYS	26	55.3	46817	80.3
5 TWELVE DAYS	10	21.3	4198	7.2
6 THIRTEEN DAYS	6	12.8	1226	2.1
7 FOURTEEN DAYS	-	-	-	-
8 FIFTEEN DAYS	-	-	-	-
9 SIXTEEN DAYS OR MORE	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	47	100.0	58271	100.0
FIELD 9-02 REQUIREMENTS TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	10	21.3	9211	15.8
1 MINIMUM LENGTH OF SERVICE	3	6.4	1066	1.8
2 WORK ON SCHEDULED DAY BEFORE HOLIDAY	-	-	-	-
3 WORK ON SCHEDULED DAY AFTER HOLIDAY	-	-	-	-
4 WORK SCHEDULED BOTH DAY BEFORE AND DAY AFTER HOLIDAY	1	2.1	126	0.2
5 WORK SCHEDULED EITHER DAY BEFORE OR DAY AFTER HOLIDAY	1	2.1	250	0.4
6 MINIMUM LENGTH OF SERVICE PLUS 2, 3, 4 OR 5	30	63.8	47271	81.1
7 OTHER	2	4.3	345	0.6
TOTAL	47	100.0	58271	100.0
FIELD 9-03 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	10	21.3	9107	15.6
1 LESS THAN ONE MONTH	5	10.6	924	1.6
2 ONE MONTH	18	38.3	36150	62.0
3 TWO MONTHS	1	2.1	180	0.3
4 MORE THAN TWO MONTHS	-	-	-	-
5 DESIGNATED NUMBER OF SHIFTS OR HOURS	9	19.1	10034	17.2
6 OTHER	4	8.5	1876	3.2
TOTAL	47	100.0	58271	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 9-04 PREMIUM RATE ON A SCHEDULED HOLIDAY				
0 NO PROVISION	4	8.5	5850	10.0
1 ANOTHER DAY OFF	1	2.1	110	0.2
2 1 1/2 X FOR HOURS WORKED PLUS EITHER HOLIDAY PAY OR ANOTHER DAY OFF	7	14.9	30694	53.0
3 2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	33	70.2	19497	33.5
4 2 1/2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	-	-	-	-
5 OTHER	2	4.3	1920	3.3
TOTAL	47	100.0	58271	100.0
FIELD 9-05 PAID HOLIDAY FALLING ON SCHEDULED DAY OFF				
0 NO PROVISION	6	12.8	7691	13.2
1 ANOTHER PAID DAY OFF SUCH AS PRECEDING FRIDAY, FOLLOWING MONDAY	35	74.5	48644	83.5
2 AN EXTRA DAY'S PAY	2	4.3	375	0.6
3 1 OR 2	4	8.5	1561	2.7
4 OTHER	-	-	-	-
TOTAL	47	100.0	58271	100.0
FIELD 9-06 PAID HOLIDAY FALLING WITHIN VACATION				
0 NO PROVISION	15	31.9	45566	78.2
1 ANOTHER PAID DAY OFF	19	40.4	9332	16.0
2 ANOTHER DAY'S PAY	5	10.6	823	1.4
3 1 OR 2	8	17.0	2546	4.4
4 NOT GRANTED	-	-	-	-
TOTAL	47	100.0	58271	100.0

SECTION 10 - PAID ANNUAL VACATION

FIELD 10-01 VACATION IN FIRST YEAR OF EMPLOYMENT				
0 NO PROVISION	24	51.1	47608	81.7
1 TAKES ALL OF VACATION EARNED FOR FULL YEAR'S SERVICE	1	2.1	600	1.0
2 ONE WEEK AFTER 6 MONTHS	1	2.1	225	0.4
3 GRADUATED ACCORDING TO LENGTH OF SERVICE	17	36.2	9155	15.7
4 OTHER	4	8.5	683	1.2
TOTAL	47	100.0	58271	100.0
FIELD 10-02 MAXIMUM ANNUAL PAID VACATION				
0 NO PROVISION	2	4.3	5500	9.4
1 TWO WEEKS	-	-	-	-
2 THREE WEEKS	1	2.1	126	0.2
3 FOUR WEEKS	4	8.5	904	1.6
4 FIVE WEEKS	7	14.9	3197	5.5
5 SIX WEEKS	17	36.2	4276	7.3
6 SEVEN WEEKS	11	23.4	40669	69.8
7 EIGHT WEEKS	2	4.3	479	0.8
8 OTHER	3	6.4	3120	5.4
TOTAL	47	100.0	58271	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-03 YEARS OF SERVICE FOR THREE WEEKS PAID VACATION				
0 NO PROVISION	2	4.3	5500	9.4
1 MINIMUM GREATER THAN THREE WEEKS	-	-	-	-
2 ONE YEAR OF SERVICE	7	14.9	2140	3.7
3 TWO YEARS	11	23.4	40536	69.6
4 THREE YEARS	17	36.2	5401	9.3
5 FOUR YEARS	6	12.8	4015	6.9
6 FIVE YEARS	4	8.5	679	1.2
7 SIX YEARS	-	-	-	-
8 NOT SPECIFIED, CANNOT DETERMINE	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	47	100.0	58271	100.0
FIELD 10-04 YEARS OF SERVICE FOR FOUR WEEKS PAID VACATION				
0 NO PROVISION	3	6.4	5626	9.7
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	4	8.5	1416	2.4
6 SIX YEARS	1	2.1	543	0.9
7 SEVEN YEARS	12	25.5	39714	68.2
8 EIGHT YEARS	7	14.9	2682	4.6
9 NINE YEARS	7	14.9	4035	6.9
10 TEN YEARS	9	19.1	3426	5.9
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	2	4.3	513	0.9
13 THIRTEEN YEARS	1	2.1	120	0.2
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	1	2.1	196	0.3
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	47	100.0	58271	100.0

MANUFACTURING

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-05 YEARS OF SERVICE FOR FIVE WEEKS PAID VACATION				
0 NO PROVISION	7	14.9	6550	11.2
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	3	6.4	1221	2.1
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	7	14.9	3861	6.7
15 FIFTEEN YEARS	14	29.8	39103	67.1
16 SIXTEEN YEARS	4	8.5	3439	5.9
17 SEVENTEEN YEARS	2	4.3	470	0.8
18 EIGHTEEN YEARS	2	4.3	800	1.4
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	8	17.0	2621	4.6
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	47	100.0	58271	100.0
FIELD 10-06 YEARS OF SERVICE FOR SIX WEEKS PAID VACATION				
0 NO PROVISION	18	38.3	13097	22.5
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	1	2.1	130	0.2
18 EIGHTEEN YEARS	2	4.3	2100	3.6
19 NINETEEN YEARS	1	2.1	800	1.4
20 TWENTY YEARS	11	23.4	4254	7.3
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	2	4.3	802	1.4
24 TWENTY-FOUR YEARS	5	10.6	36026	61.8
25 TWENTY-FIVE YEARS	6	12.8	952	1.6
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	1	2.1	110	0.2
TOTAL	47	100.0	58271	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-07 YEARS OF SERVICE FOR SEVEN WEEKS PAID VACATION				
0 NO PROVISION	34	72.3	17123	29.4
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	4	8.5	3370	5.8
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	1	2.1	543	0.9
30 THIRTY OR MORE YEARS	8	17.0	37235	63.9
TOTAL	47	100.0	58271	100.0
FIELD 10-08 YEARS OF SERVICE FOR EIGHT WEEKS PAID VACATION				
0 NO PROVISION	45	95.7	57792	99.2
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY OR MORE YEARS	2	4.3	479	0.8
TOTAL	47	100.0	58271	100.0

MANUFACTURING

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-09 ANNUAL VACATION PAY				
0 NO PROVISION	2	4.3	5500	9.4
1 REGULAR PAY	9	19.1	3504	6.0
2 PERCENTAGE OF YEARLY GROSS EARNINGS	14	29.8	7676	13.2
3 1 OR 2, WHICHEVER IS GREATER	21	44.7	41466	71.2
4 OTHER	1	2.1	125	0.2
TOTAL	47	100.0	58271	100.0
FIELD 10-10 VACATION CARRY-OVER				
0 NO PROVISION	24	51.1	48793	83.7
1 WITH LIMITATIONS	8	17.0	3574	6.1
2 WITHOUT LIMITATIONS	-	-	-	-
3 NOT ALLOWED	13	27.7	5439	9.3
4 OTHER	2	4.3	465	0.8
TOTAL	47	100.0	58271	100.0
FIELD 10-11 SPECIAL EXTENDED VACATIONS				
0 NO PROVISION	35	74.5	52042	89.3
1 EXTENDED VACATION AT CERTAIN TIMES OF THE YEAR	1	2.1	350	0.6
2 EXTENDED VACATION IN DESIGNATED YEARS OF SERVICE	6	12.8	3750	6.4
3 OTHER	5	10.6	2129	3.7
TOTAL	47	100.0	58271	100.0

SECTION 11 - LEAVE OF ABSENCE PROVISIONS

FIELD 11-01 BEREAVEMENT LEAVE (IMMEDIATE FAMILY)				
0 NO PROVISION	3	6.4	447	0.8
1 ONE DAY	-	-	-	-
2 TWO DAYS	2	4.3	430	0.7
3 THREE DAYS	30	63.8	48703	83.6
4 FOUR DAYS	1	2.1	206	0.4
5 FIVE DAYS	1	2.1	220	0.4
6 LEAVE VARIES DEPENDING ON CIRCUMSTANCES	7	14.9	2625	4.5
7 LEAVE MENTIONED BUT LENGTH NOT SPECIFIED	2	4.3	5500	9.4
8 OTHER	1	2.1	140	0.2
TOTAL	47	100.0	58271	100.0
FIELD 11-02 LEAVE FOR COURT OR JURY DUTY				
0 NO PROVISION	8	17.0	7932	13.6
1 PROVISION FOR FULL REGULAR PAY	39	83.0	50339	86.4
2 OTHER (NOT SPECIFIED OR LESS THAN FULL REGULAR PAY)	-	-	-	-
TOTAL	47	100.0	58271	100.0
FIELD 11-03 LEAVE FOR UNION BUSINESS (OTHER THAN HANDLING OF GRIEVANCES)				
0 NO PROVISION	9	19.1	7504	12.9
1 PAID LEAVE	1	2.1	1250	2.1
2 UNPAID LEAVE	29	61.7	47600	81.7
3 PAID OR UNPAID LEAVE - DEPENDS ON CIRCUMSTANCES	7	14.9	1374	2.4
4 OTHER	1	2.1	543	0.9
TOTAL	47	100.0	58271	100.0

MANUFACTURING

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 11-04 PAID LEAVE: MARRIAGE				
0 NO PROVISION	47	100.0	58271	100.0
1 PROVISION EXISTS, BUT IS NOT SPECIFIED	-	-	-	-
2 ONE DAY	-	-	-	-
3 TWO DAYS	-	-	-	-
4 THREE DAYS	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	47	100.0	58271	100.0
FIELD 11-05 ELIGIBILITY FOR MATERNITY LEAVE				
0 NO PROVISION	44	93.6	55041	94.5
1 ONE MONTHS' SERVICE	-	-	-	-
2 TWO TO SIX MONTHS' SERVICE	-	-	-	-
3 MORE THAN SIX MONTHS	-	-	-	-
4 OTHER	3	6.4	3230	5.5
TOTAL	47	100.0	58271	100.0
FIELD 11-06 MATERNITY LEAVE: MAXIMUM DURATION (BASIC LEAVE)				
0 NO PROVISION	25	53.2	36098	61.9
1 17 WEEKS	1	2.1	120	0.2
2 18 WEEKS	7	14.9	4334	7.4
3 19 - 25 WEEKS	3	6.4	1681	2.9
4 26 WEEKS	-	-	-	-
5 27 - 52 WEEKS	5	10.6	3890	6.7
6 VARIES ACCORDING TO LENGTH OF SERVICE	-	-	-	-
7 NOT SPECIFIED, CANNOT DETERMINE	6	12.8	12146	20.8
8 OTHER	-	-	-	-
TOTAL	47	100.0	58271	100.0
FIELD 11-07 MATERNITY LEAVE WITH PAY				
0 NO PROVISION	45	95.7	57190	98.1
1 WEEKLY INDEMNITY OR GROUP INSURANCE PLAN	-	-	-	-
2 USE OF SICK LEAVE	-	-	-	-
3 LEAVE OF ABSENCE, NO PAY LOSS	-	-	-	-
4 OTHER	2	4.3	1081	1.9
TOTAL	47	100.0	58271	100.0
FIELD 11-08 SENIORITY DURING MATERNITY LEAVE				
0 NO PROVISION	30	63.8	48673	83.5
1 SENIORITY RETAINED	8	17.0	2827	4.9
2 SENIORITY ACCUMULATED	6	12.8	5031	8.6
3 NOT MENTIONED IF SENIORITY RETAINED OR ACCUMMULATED	2	4.3	1340	2.3
4 SENIORITY ACCUMULATED UP TO CERTAIN PERIOD, THEN RETAINED	-	-	-	-
5 OTHER	1	2.1	400	0.7
TOTAL	47	100.0	58271	100.0
FIELD 11-09 PAID LEAVE: PATERNITY				
0 NO PROVISION	42	89.4	56590	97.1
1 NOT SPECIFIC	-	-	-	-
2 ONE DAY	1	2.1	125	0.2
3 TWO DAYS	-	-	-	-
4 THREE DAYS	-	-	-	-
5 FOUR DAYS	1	2.1	230	0.4
6 FIVE DAYS	-	-	-	-
7 OTHER	3	6.4	1326	2.3
TOTAL	47	100.0	58271	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 11-10 LEAVE - ADOPTION				
0 NO PROVISION	41	87.2	56106	96.3
1 PAID LEAVE	1	2.1	851	1.5
2 UNPAID LEAVE	4	8.5	1084	1.9
3 OTHER	1	2.1	230	0.4
TOTAL	47	100.0	58271	100.0
FIELD 11-11 LEAVE: EDUCATION				
0 NO PROVISION	35	74.5	16278	27.9
1 LEAVE WITH FULL PAY	1	2.1	250	0.4
2 LEAVE WITH PARTIAL PAY	-	-	-	-
3 LEAVE WITHOUT PAY	10	21.3	40943	70.3
4 LEAVE PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	-	-	-	-
5 OTHER	1	2.1	800	1.4
TOTAL	47	100.0	58271	100.0
FIELD 11-12 SICK FAMILY MEMBER CARE LEAVE				
0 NO PROVISION	46	97.9	58021	99.6
1 ONE DAY	-	-	-	-
2 TWO DAYS	-	-	-	-
3 THREE DAYS	-	-	-	-
4 FOUR DAYS	-	-	-	-
5 FIVE DAYS	-	-	-	-
6 PROVIDED FOR, BUT DEDUCTED FROM SICK LEAVE	-	-	-	-
7 OTHER	1	2.1	250	0.4
TOTAL	47	100.0	58271	100.0
FIELD 11-13 MAINTENANCE OF BENEFITS ON LIMITED LAYOFFS OR LEAVE OF ABSENCE				
0 NO PROVISION	21	44.7	12209	21.0
1 EMPLOYEE TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	5	10.6	3166	5.4
2 EMPLOYEE PARTIALLY RESPONSIBLE (MAKE UP CONTRIBUTION DURING OR AFTER ABSENCE)	3	6.4	3110	5.3
3 EMPLOYER TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	3	6.4	586	1.0
4 MENTIONED BUT NOT SPECIFIED	2	4.3	410	0.7
5 OTHER	13	27.7	38790	66.6
TOTAL	47	100.0	58271	100.0
FIELD 11-14 PERSONAL LEAVE OF ABSENCE (UNPAID)				
0 NO PROVISION	9	19.1	15048	25.8
1 PROVISION	38	80.9	43223	74.2
TOTAL	47	100.0	58271	100.0

SECTION 12 - HEALTH AND WELFARE PROVISIONS

FIELD 12-01 TYPE OF HEALTH AND WELFARE COVERAGE				
0 NO PROVISION	3	6.4	377	0.6
1 HEALTH AND WELFARE FUND	11	23.4	11629	20.0
2 SERIES OF PLANS	30	63.8	43015	73.8
3 OTHER	3	6.4	3250	5.6
TOTAL	47	100.0	58271	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-02 SERVICE REQUIREMENT TO QUALIFY FOR HEALTH AND WELFARE				
0 NO PROVISION	14	29.8	8008	13.7
1 IMMEDIATELY ON BEING EMPLOYED	3	6.4	3441	5.9
2 ONE MONTH	3	6.4	1310	2.2
3 THREE MONTHS	2	4.3	272	0.5
4 SIX MONTHS	-	-	-	-
5 ONE YEAR	-	-	-	-
6 VARIES ACCORDING TO PARTICULAR BENEFIT	18	38.3	41080	70.5
7 OTHER	7	14.9	4154	7.1
TOTAL	47	100.0	58271	100.0
FIELD 12-03 EMPLOYER CONTRIBUTION TO HEALTH AND WELFARE FUND				
0 NO HEALTH AND WELFARE FUND	35	74.5	47480	81.5
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	2	4.3	3000	5.1
3 30 - 39 CENTS PER HOUR	1	2.1	851	1.5
4 40 - 49 CENTS PER HOUR	1	2.1	140	0.2
5 50 - 74 CENTS PER HOUR	1	2.1	195	0.3
6 75 CENTS - $1.00 PER HOUR	-	-	-	-
7 MORE THAN $1.00 PER HOUR	1	2.1	400	0.7
8 FUND MENTIONED BUT AMOUNT NOT SPECIFIED	1	2.1	130	0.2
9 OTHER	5	10.6	6075	10.4
TOTAL	47	100.0	58271	100.0
FIELD 12-04 EMPLOYER CONTRIBUTION TO BASIC HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	4	8.5	502	0.9
1 100% OF PREMIUM	31	66.0	47673	81.8
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	2	4.3	3000	5.1
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	2.1	110	0.2
5 50% OF PREMIUM	3	6.4	671	1.2
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	5	10.6	6195	10.6
10 OTHER	1	2.1	120	0.2
TOTAL	47	100.0	58271	100.0
FIELD 12-05 EMPLOYER CONTRIBUTION TO EXTENDED HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	8	17.0	1866	3.2
1 100% OF PREMIUM	29	61.7	46623	80.0
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	2	4.3	3000	5.1
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	2.1	110	0.2
5 50% OF PREMIUM	-	-	-	-
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	2.1	225	0.4
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	6	12.8	6445	11.1
10 OTHER	-	-	-	-
TOTAL	47	100.0	58271	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-06 TYPE OF PAID SICK LEAVE				
0 PLAN NOT MENTIONED IN AGREEMENT	17	36.2	10118	17.4
1 FLAT ALLOWANCE (IN TIME PER MONTH, YEAR, ETC.)	-	-	-	-
2 GRADUATED ALLOWANCE ACCORDING TO SERVICE	-	-	-	-
3 ALLOWANCE PER DISABILITY	1	2.1	851	1.5
4 FLAT AMOUNT IN LIEU OF SICK PAY (E.G.$3 PER MONTH)	-	-	-	-
5 WEEKLY INDEMNITY PLAN	13	27.7	41364	71.0
6 BOTH SICK LEAVE AND WEEKLY INDEMNITY PLAN	16	34.0	5938	10.2
7 OTHER	-	-	-	-
TOTAL	47	100.0	58271	100.0
FIELD 12-07 NUMBER OF DAYS PAID SICK LEAVE PER YEAR				
0 NO PROVISION	31	66.0	51708	88.7
1 ONE TO SIX DAYS	10	21.3	2562	4.4
2 SEVEN TO TWELVE DAYS	3	6.4	830	1.4
3 THIRTEEN TO FIFTEEN DAYS	1	2.1	851	1.5
4 SIXTEEN TO EIGHTEEN DAYS	-	-	-	-
5 NINETEEN OR MORE DAYS	1	2.1	1500	2.6
6 VARIES WITH LENGTH OF SERVICE	-	-	-	-
7 OTHER	1	2.1	800	1.4
TOTAL	47	100.0	58271	100.0
FIELD 12-08 MAXIMUM ACCUMULATION OF UNUSED PAID SICK LEAVE				
0 NO PROVISION	36	76.6	54481	93.5
1 30 DAYS OR LESS	9	19.1	3476	6.0
2 31 TO 90 DAYS	-	-	-	-
3 91 TO 120 DAYS	-	-	-	-
4 121 TO 150 DAYS	-	-	-	-
5 151 TO 200 DAYS	-	-	-	-
6 201 TO 250 DAYS	-	-	-	-
7 MORE THAN 250 DAYS, BUT LIMITED	-	-	-	-
8 UNLIMITED ACCUMULATION	1	2.1	88	0.2
9 OTHER	1	2.1	226	0.4
TOTAL	47	100.0	58271	100.0
FIELD 12-09 CONVERSION OF UNUSED SICK LEAVE				
0 NO PROVISION	35	74.5	53535	91.9
1 ANNUAL CONVERSION TO CASH OR DAYS OFF	5	10.6	989	1.7
2 FULL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	-	-	-	-
3 PARTIAL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	1	2.1	1250	2.1
4 COMBINATION	2	4.3	390	0.7
5 OTHER	4	8.5	2107	3.6
TOTAL	47	100.0	58271	100.0
FIELD 12-10 EMPLOYER CONTRIBUTION TO SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	15	31.9	8223	14.1
1 100% OF PREMIUM	23	48.9	44073	75.6
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	3	6.4	879	1.5
5 50% OF PREMIUM	-	-	-	-
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	6	12.8	5096	8.7
9 OTHER	-	-	-	-
TOTAL	47	100.0	58271	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-11 MAXIMUM PERIOD OF SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	14	29.8	7763	13.3
1 LESS THAN 12 WEEKS	-	-	-	-
2 13 WEEKS	-	-	-	-
3 26 WEEKS	9	19.1	3485	6.0
4 39 WEEKS	1	2.1	259	0.4
5 52 WEEKS	11	23.4	38735	66.5
6 VARIES ACCORDING TO LENGTH OF SERVICE	1	2.1	1740	3.0
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	10	21.3	6179	10.6
8 OTHER	1	2.1	110	0.2
TOTAL	47	100.0	58271	100.0
FIELD 12-12 MAXIMUM AMOUNT OF SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	13	27.7	7643	13.1
1 $100 OR LESS	-	-	-	-
2 $101 TO $150 PER WEEK	-	-	-	-
3 $151 TO $200 PER WEEK	-	-	-	-
4 MORE THAN $200 PER WEEK	13	27.7	38290	65.7
5 PERCENTAGE OF EARNINGS	12	25.5	7020	12.0
6 EQUAL TO MAXIMUM UNEMPLOYMENT INSURANCE BENEFIT	-	-	-	-
7 VARIES ACCORDING TO EARNINGS	3	6.4	882	1.5
8 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	6	12.8	4436	7.6
9 OTHER	-	-	-	-
TOTAL	47	100.0	58271	100.0
FIELD 12-13 LONG-TERM INCOME CONTINUANCE INSURANCE PLAN				
0 NO PROVISION	26	55.3	14969	25.7
1 PROVISION	21	44.7	43302	74.3
TOTAL	47	100.0	58271	100.0
FIELD 12-14 EMPLOYER CONTRIBUTION TO LIFE INSURANCE PLAN				
0 NO PROVISION	8	17.0	2808	4.8
1 100% OF PREMIUM	28	59.6	45503	78.1
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	2.1	110	0.2
5 50% OF PREMIUM	1	2.1	180	0.3
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	2	4.3	3000	5.1
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	7	14.9	6670	11.4
9 OTHER	-	-	-	-
TOTAL	47	100.0	58271	100.0
FIELD 12-15 AMOUNT OF LIFE INSURANCE BENEFITS				
0 NO PROVISION	8	17.0	2808	4.8
1 $5,000 OR LESS	-	-	-	-
2 $5,001 TO $10,000	3	6.4	436	0.7
3 $10,001 TO $15,000	2	4.3	482	0.8
4 $15,001 TO $20,000	4	8.5	2405	4.1
5 MORE THAN $20,000	13	27.7	40199	69.0
6 VARIES ACCORDING TO EARNINGS	7	14.9	2131	3.7
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	3	6.4	3140	5.4
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	7	14.9	6670	11.4
9 OTHER	-	-	-	-
TOTAL	47	100.0	58271	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-16 EMPLOYER CONTRIBUTION TO ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	10	21.3	3288	5.6
1 100% OF PREMIUM	26	55.3	44352	76.1
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	2.1	110	0.2
5 50% OF PREMIUM	-	-	-	-
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	10	21.3	10521	18.1
10 OTHER	-	-	-	-
TOTAL	47	100.0	58271	100.0
FIELD 12-17 MAXIMUM AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	10	21.3	3288	5.6
1 $5,000 OR LESS	1	2.1	113	0.2
2 $5,001 TO $10,000	3	6.4	436	0.7
3 $10,001 TO $15,000	2	4.3	482	0.8
4 $15,001 TO $20,000	4	8.5	2405	4.1
5 MORE THAN $20,000	11	23.4	39118	67.1
6 VARIES ACCORDING TO EARNINGS	5	10.6	1768	3.0
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	1	2.1	140	0.2
8 HEALTH AND WELFARE FUND MENTIONED, BUT INDIVIDUAL BENEFITS NOT SPECIFIED	10	21.3	10521	18.1
9 OTHER	-	-	-	-
TOTAL	47	100.0	58271	100.0
FIELD 12-18 EMPLOYER CONTRIBUTION TO DENTAL PLAN				
0 NO PROVISION	6	12.8	928	1.6
1 100% OF PREMIUM	26	55.3	44729	76.8
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	2	4.3	3000	5.1
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	2.1	110	0.2
5 50% OF PREMIUM	1	2.1	120	0.2
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	3	6.4	1663	3.2
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	8	17.0	7521	12.9
9 OTHER	-	-	-	-
TOTAL	47	100.0	58271	100.0
FIELD 12-19 TYPE OF DENTAL WORK COVERED				
0 NO PROVISION	6	12.8	928	1.6
1 BASIC (A)	-	-	-	-
2 BASIC AND EXTENDED (A AND B)	7	14.9	5065	8.7
3 BASIC AND ORTHODONTICS (A AND C)	-	-	-	-
4 BASIC AND EXTENDED AND ORTHODONTICS (A, B AND C)	19	40.4	41814	71.8
5 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	6	12.8	2830	4.9
6 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	8	17.0	7521	12.9
7 OTHER	1	2.1	113	0.2
TOTAL	47	100.0	58271	100.0
FIELD 12-20 AVAILABILITY OF PENSION FUND				
0 NO PROVISION	17	36.2	40555	69.6
1 PROVISION	30	63.8	17716	30.4
TOTAL	47	100.0	58271	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-21 ADMINISTRATION OF PENSION FUND				
0 NO PROVISION	19	40.4	38265	65.7
1 UNION	9	19.1	6786	11.6
2 MANAGEMENT	8	17.0	4314	7.4
3 JOINT UNION MANAGEMENT ADMINISTRATION	6	12.8	7010	12.0
4 ADMINISTERED BY SEPARATE TRUSTEES	-	-	-	-
5 MUNICIPAL/PROVINCIAL GOVERNMENT	-	-	-	-
6 OTHER	5	10.6	1896	3.3
TOTAL	47	100.0	58271	100.0
FIELD 12-22 RETIREMENT AGE PRACTICES				
0 NO PROVISION	36	76.6	53095	91.1
1 PROVISION	11	23.4	5176	8.9
TOTAL	47	100.0	58271	100.0
SECTION 13 - GRIEVANCE AND ARBITRATION PROCEDURES				
FIELD 13-01 INITIAL PRESENTATION OF GRIEVANCE TO MANAGEMENT				
0 NO PROVISION	2	4.3	24280	41.7
1 BY EMPLOYEE WITHOUT UNION REPRESENTATIVE PRESENT	3	6.4	476	0.8
2 BY EMPLOYEE WITH UNION REPRESENTATIVE	11	23.4	2782	4.8
3 BY EMPLOYEE CHOICE OF WITH OR WITHOUT UNION REPRESENTATIVE	20	42.6	20391	35.0
4 BY UNION REPRESENTATIVE	4	8.5	1916	3.3
5 BY GRIEVANCE COMMITTEE	4	8.5	6546	11.2
6 BY WRITTEN NOTICE	1	2.1	400	0.7
7 BY ONE OF SEVERAL ALTERNATIVE PROCEDURES	1	2.1	1250	2.1
8 OTHER	1	2.1	230	0.4
TOTAL	47	100.0	58271	100.0
FIELD 13-02 LENGTH OF TIME TO INITIATE GRIEVANCE				
0 NO PROVISION	15	31.9	37070	63.6
1 72 HOURS OR LESS	-	-	-	-
2 FIVE DAYS	4	8.5	2205	3.8
3 ONE WEEK	3	6.4	608	1.0
4 TEN DAYS	4	8.5	1432	2.5
5 TWO WEEKS	3	6.4	11700	20.1
6 THREE WEEKS	-	-	-	-
7 ONE MONTH	7	14.9	1632	2.8
8 TWO MONTHS	-	-	-	-
9 VARIES BY TYPE OF GRIEVANCE	3	6.4	2221	3.8
10 OTHER	8	17.0	1403	2.4
TOTAL	47	100.0	58271	100.0
FIELD 13-03 ACCELERATED PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES				
0 NO PROVISION	32	68.1	52663	90.4
1 PROVISION	15	31.9	5608	9.6
TOTAL	47	100.0	58271	100.0
FIELD 13-04 STATUS QUO ANTE IN DISCIPLINE CASES				
0 NO PROVISION	45	95.7	57598	98.8
1 PROVISION	2	4.3	673	1.2
TOTAL	47	100.0	58271	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 13-05 CLEARING AN EMPLOYEE RECORD IN DISCIPLINARY CASES				
0 NO PROVISION	34	72.3	52038	89.3
1 PROVISION	13	27.7	6233	10.7
TOTAL	47	100.0	58271	100.0
FIELD 13-06 COMPENSATION BY EMPLOYER FOR GRIEVANCE WORK TO UNION REPRESENTATIVES				
0 NO PROVISION	36	76.6	46323	79.5
1 PROVISION	11	23.4	11948	20.5
TOTAL	47	100.0	58271	100.0
FIELD 13-07 ARBITRATION				
0 AS REQUIRED BY LEGISLATION	4	8.5	29780	51.1
1 SINGLE ARBITRATOR	8	17.0	2896	5.0
2 PERMANENT UMPIRE (NAMED)	3	6.4	564	1.0
3 TRIPARTITE BOARD	22	46.8	14842	25.5
4 ARBITRATION COMMITTEE OF MORE THAN 3 PEOPLE	-	-	-	-
5 CHOICE OF ALTERNATIVES	10	21.3	10189	17.5
6 OTHER	-	-	-	-
TOTAL	47	100.0	58271	100.0
FIELD 13-08 OFFICER APPOINTMENT BY LABOUR RELATIONS BOARD UNDER SECTION 96 OF THE LABOUR CODE				
0 NOT PROHIBITED (OR NO MENTION)	36	76.6	44122	75.7
1 SPECIFICALLY PROHIBITED BY THE AGREEMENT	11	23.4	14149	24.3
TOTAL	47	100.0	58271	100.0
FIELD 13-09 REFERENCE TO SECTION 112 LABOUR CODE, SHARE OF COST OF GRIEVANCE RECOMMENDATIONS				
0 NO PROVISION	42	89.4	52159	89.5
1 PROVISION	5	10.6	6112	10.5
TOTAL	47	100.0	58271	100.0

SECTION 14 - OCCUPATIONAL SAFETY AND HEALTH

FIELD 14-01 OCCUPATIONAL SAFETY AND HEALTH				
0 NO PROVISION	10	21.3	9426	16.2
1 JOINT SAFETY COMMITTEE	37	78.7	48845	83.8
2 OTHER	-	-	-	-
TOTAL	47	100.0	58271	100.0
FIELD 14-02 SAFETY COMMITTEE FUNCTIONS				
0 NO SAFETY COMMITTEE PROVISION	10	21.3	9426	16.2
1 SAFETY COMMITTEE FUNCTIONS NOT SPECIFIED	22	46.8	13660	23.8
2 RIGHT TO CALL SPECIAL/EMERGENCY MEETINGS	1	2.1	86	0.2
3 RIGHT TO INITIATE ACTION OR RECOMMENDATIONS	-	-	-	-
4 RIGHT TO UNDERTAKE INSPECTIONS	3	6.4	662	1.1
5 COMBINATION OF 2 AND 3	-	-	-	-
6 COMBINATION OF 2 AND 4	2	4.3	5200	8.9
7 COMBINATION OF 2, 3 AND 4	9	19.1	29035	49.8
8 OTHER	-	-	-	-
TOTAL	47	100.0	58271	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 14-03 PAY FOR TIME SPENT ON SAFETY COMMITTEE				
0 NO SAFETY COMMITTEE PROVISION	10	21.3	9426	16.2
1 NO PROVISION FOR PAY OF SAFETY COMMITTEE	22	46.8	7840	13.5
2 PROVISION FOR PAY OF SAFETY COMMITTEE	15	31.9	41005	70.4
TOTAL	47	100.0	58271	100.0
FIELD 14-04 SAFETY EQUIPMENT AND PROTECTIVE CLOTHING				
0 NO PROVISION	13	27.7	9635	16.5
1 EQUIPMENT SUPPLIED AT NO COST TO EMPLOYEE	24	51.1	36502	62.6
2 EQUIPMENT SUPPLIED AT SOME COST TO EMPLOYEE	1	2.1	1740	3.0
3 MONETARY ALLOWANCE PROVIDED FOR PERCENTAGE OF EQUIPMENT, REPLACEMENT AT SOME COST	4	8.5	1689	2.9
4 OTHER	5	10.6	8705	14.9
TOTAL	47	100.0	58271	100.0
FIELD 14-05 RIGHT TO REFUSE DANGEROUS WORKING CONDITIONS				
0 NO PROVISION	37	78.7	54166	93.0
1 PROVISION	10	21.3	4105	7.0
TOTAL	47	100.0	58271	100.0
FIELD 14-06 VIDEO DIPSLAY TERMINALS				
0 NO PROVISION	47	100.0	58271	100.0
1 PREGNANT EMPLOYEES RIGHT TO BE REASSIGNED OR TAKE LEAVE OF ABSENCE	-	-	-	-
2 RESTRICTION ON HOURS/REST BREAKS	-	-	-	-
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	47	100.0	58271	100.0
FIELD 14-07 ALCOHOL AND DRUG REHABILITATION PROGRAM				
0 NO PROVISION	39	83.0	46136	79.2
1 PROVISION	8	17.0	12135	20.8
TOTAL	47	100.0	58271	100.0

SECTION 15 - MISCELLANEOUS PROVISIONS

FIELD 15-01 LABOUR-MANAGEMENT COMMITTEE				
0 NO PROVISION	33	70.2	26782	46.0
1 PROVISION	14	29.8	31489	54.0
TOTAL	47	100.0	58271	100.0
FIELD 15-02 SEXUAL HARASSMENT				
0 NO PROVISION	43	91.5	57196	98.2
1 POLICY STATEMENT ONLY	2	4.3	625	1.1
2 POLICY AND/OR COMPLAINT PROCEDURE	2	4.3	450	0.8
3 MENTIONED BUT NOT SPECIFIED	-	-	-	-
TOTAL	47	100.0	58271	100.0
FIELD 15-03 DAY CARE FACILITIES FOR CHILDREN OF EMPLOYEES				
0 NO PROVISION	47	100.0	58271	100.0
1 PROVISION	-	-	-	-
TOTAL	47	100.0	58271	100.0

MANUFACTURING

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 15=04 JOB EVALUATION PLAN				
0 NO PROVISION	39	83.0	19111	32.8
1 PROVISION	8	17.0	39160	67.2
TOTAL	47	100.0	58271	100.0
FIELD 15=05 MOVING EXPENSES OR ALLOWANCE				
0 NO PROVISION	45	95.7	57251	98.2
1 PROVISION	2	4.3	1020	1.8
TOTAL	47	100.0	58271	100.0
FIELD 15=06 WORK CLOTHING AND/OR UNIFORM ALLOWANCES				
0 NO PROVISION	24	51.1	48607	83.4
1 PROVISION	23	48.9	9664	16.6
TOTAL	47	100.0	58271	100.0
FIELD 15=07 TOOL ALLOWANCE				
0 NO PROVISION	24	51.1	13011	22.3
1 PROVISION	23	48.9	45260	77.7
TOTAL	47	100.0	58271	100.0

PART I: d
CONSTRUCTION

(8 agreements covering 20,475 employees)

CONSTRUCTION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
SECTION 1 - GENERAL INFORMATION				
FIELD 1-01 PARTIES TO AGREEMENT				
0 SINGLE LOCAL - SINGLE EMPLOYER	-	-	-	-
1 SINGLE LOCAL - MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	5	62.5	5250	25.6
2 MULTI-LOCAL (SAME UNION) AND SINGLE EMPLOYER	1	12.5	9000	44.0
3 MULTI-LOCAL (SAME UNION) AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	2	25.0	6225	30.4
4 MULTI-UNION AND SINGLE EMPLOYER	-	-	-	-
5 MULTI-UNION AND MULTI-EMPLOYER OR EMPLOYERS'ASSOCIATION	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 1-02 SIZE OF BARGAINING UNIT				
0 UNDER 100 EMPLOYEES	-	-	-	-
1 100 - 199 EMPLOYEES	-	-	-	-
2 200 - 499 EMPLOYEES	2	25.0	550	2.7
3 500 - 999 EMPLOYEES	1	12.5	600	2.9
4 1000 - 4999 EMPLOYEES	4	50.0	10325	50.4
5 5000 - 9,999 EMPLOYEES	1	12.5	9000	44.0
6 10,000 OR MORE EMPLOYEES	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 1-03 JURISDICTION OF AGREEMENT				
0 PROVINCIAL	8	100.0	20475	100.0
1 FEDERAL	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 1-04 SECTOR				
0 PRIVATE	8	100.0	20475	100.0
1 PUBLIC	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 1-05 TERM OF AGREEMENT				
0 1 YEAR	-	-	-	-
1 MORE THAN 1 YEAR, LESS THAN 2	-	-	-	-
2 2 YEARS	8	100.0	20475	100.0
3 MORE THAN 2 YEARS, LESS THAN 3	-	-	-	-
4 3 YEARS	-	-	-	-
5 MORE THAN 3 YEARS	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 1-06 EXPIRY DATE OF AGREEMENT				
0 2ND HALF OF 1984	-	-	-	-
1 1ST HALF OF 1985	-	-	-	-
2 2ND HALF OF 1985	-	-	-	-
3 1ST HALF OF 1986	7	87.5	15750	76.9
4 2ND HALF OF 1986	1	12.5	4725	23.1
5 1ST HALF OF 1987	-	-	-	-
6 2ND HALF OF 1987	-	-	-	-
7 LATER THAN 1987	-	-	-	-
TOTAL	8	100.0	20475	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 1-07 GEOGRAPHICAL BREAKDOWN				
0 EAST AND WEST KOOTENAYS	-	-	-	-
1 OKANAGAN	-	-	-	-
2 SOUTHERN INTERIOR	-	-	-	-
3 LOWER COAST AND LOWER MAINLAND	-	-	-	-
4 VANCOUVER ISLAND	1	12.5	200	1.0
5 CENTRAL INTERIOR	-	-	-	-
6 PEACE RIVER	-	-	-	-
7 NORTH WEST	-	-	-	-
8 TWO OR MORE REGIONS	7	87.5	20275	99.0
9 INTER-PROVINCIAL	-	-	-	-
TOTAL	8	100.0	20475	100.0
SECTION 2 - MANAGEMENT RIGHTS AND UNION SECURITY				
FIELD 2-01 MANAGEMENT RIGHTS CLAUSE				
0 NO PROVISION	4	50.0	16825	82.2
1 GENERAL STATEMENT OF MANAGEMENT RIGHTS	4	50.0	3650	17.8
2 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS WITH MANAGEMENT	-	-	-	-
3 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS NOT SPECIFIED	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 2-02 CONTRACTING OUT				
0 NO PROVISION	1	12.5	1600	7.8
1 CONTRACTING OUT RESTRICTED TO OTHER UNION EMPLOYEES	6	75.0	17375	84.9
2 CONTRACTING OUT RESTRICTED - NO DISPLACEMENT OF PRESENT EMPLOYEES	-	-	-	-
3 CONTRACTING OUT RESTRICTED - PAYMENT OF UNION WAGE RATE REQUIRED	-	-	-	-
4 CONTRACTING OUT RESTRICTED - COMBINATION OF 1, 2, AND/OR 3	-	-	-	-
5 CONTRACTING OUT PROHIBITED ENTIRELY	1	12.5	1500	7.3
6 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 2-03 UNION SECURITY CLAUSE				
0 NO PROVISION	-	-	-	-
1 CLOSED SHOP	8	100.0	20475	100.0
2 UNION SHOP	-	-	-	-
3 MODIFIED UNION SHOP (COMPULSORY MEMBERSHIP FOR NEW EMPLOYEES)	-	-	-	-
4 MAINTENANCE OF MEMBERSHIP	-	-	-	-
5 RAND FORMULA	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 2-04 AUTHORIZATION OF DUES CHECK-OFF				
0 NO PROVISION	-	-	-	-
1 VOLUNTARY	-	-	-	-
2 COMPULSORY FOR ALL EMPLOYEES (ALL EMPLOYEES MUST BE UNION MEMBERS)	8	100.0	20475	100.0
3 COMPULSORY FOR ALL EMPLOYEES (NOT ALL EMPLOYEES MUST BE UNION MEMBERS)	-	-	-	-
4 COMPULSORY FOR ALL EMPLOYEES (UNION MEMBERSHIP UNSPECIFIED)	-	-	-	-
5 COMPULSORY FOR UNION MEMBERS ONLY	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

CONSTRUCTION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 2-05 RIGHT TO REFUSE TO CROSS PICKET LINES, HANDLE HOT CARGOES, ETC.				
0 NO PROVISION	3	37.5	14325	70.0
1 CROSS PICKET LINES	-	-	-	-
2 HOT CARGOES	-	-	-	-
3 NON-UNION WORKERS	1	12.5	2500	12.2
4 COMBINATION OF 1, 2, AND/OR 3	4	50.0	3650	17.8
5 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

SECTION 3 - SENIORITY

FIELD 3-01 SENIORITY UNIT				
0 NO PROVISION	8	100.0	20475	100.0
1 UNION HIRING HALL	-	-	-	-
2 EMPLOYER (PLANT, BARGAINING UNIT)	-	-	-	-
3 DEPARTMENT (BRANCH, DIVISION)	-	-	-	-
4 CRAFT (OCCUPATION)	-	-	-	-
5 EMPLOYER AND DEPARTMENT	-	-	-	-
6 EMPLOYER AND CRAFT	-	-	-	-
7 COMBINATION OF THE ABOVE	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 3-02 LENGTH OF PROBATIONARY PERIOD				
0 NO PROVISION	8	100.0	20475	100.0
1 ONE CALENDAR MONTH	-	-	-	-
2 TWO CALENDAR MONTHS	-	-	-	-
3 THREE CALENDAR MONTHS	-	-	-	-
4 SIX CALENDAR MONTHS	-	-	-	-
5 THIRTY WORKING DAYS	-	-	-	-
6 FORTY-FIVE WORKING DAYS	-	-	-	-
7 SIXTY WORKING DAYS	-	-	-	-
8 240 WORKING DAYS	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 3-03 SENIORITY DETERMINING PROMOTION				
0 NO PROVISION	8	100.0	20475	100.0
1 STRAIGHT SENIORITY	-	-	-	-
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	-	-	-	-
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	-	-	-	-
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 3-04 SENIORITY DETERMINING LAYOFF				
0 NO PROVISION	6	75.0	17625	86.1
1 STRAIGHT SENIORITY	-	-	-	-
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	-	-	-	-
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	-	-	-	-
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	-	-	-	-
5 OTHER	2	25.0	2850	13.9
TOTAL	8	100.0	20475	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 3-05 NOTICE OF LAYOFF OR PAY IN LIEU OF NOTICE				
0 NO PROVISION	1	12.5	4725	23.1
1 LESS THAN 24 HOURS	7	87.5	15750	76.9
2 24 HOURS TO 48 HOURS	-	-	-	-
3 72 HOURS	-	-	-	-
4 ONE WEEK	-	-	-	-
5 TWO WEEKS	-	-	-	-
6 ONE MONTH	-	-	-	-
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	-	-	-	-
8 NOTICE MENTIONED, LENGTH NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 3-06 RECALL PROCEDURE				
0 NO PROVISION	8	100.0	20475	100.0
1 STRAIGHT SENIORITY	-	-	-	-
2 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	-	-	-	-
3 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE EQUAL	-	-	-	-
4 SENIORITY CONSIDERED WITH OTHER FACTORS	-	-	-	-
5 UNION HIRING HALL REFERRAL	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 3-07 LOSS OF SENIORITY RECALL RIGHTS				
0 NO PROVISION	8	100.0	20475	100.0
1 FAILURE TO REPORT WHEN NOTIFIED	-	-	-	-
2 AFTER A SPECIFIED PERIOD OFF WORK	-	-	-	-
3 EITHER FAILURE TO REPORT OR AFTER A SPECIFIC PERIOD OFF WORK	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 3-08 RETENTION OF SENIORITY DURING LAYOFF				
0 NO PROVISION	8	100.0	20475	100.0
1 LESS THAN SIX MONTHS	-	-	-	-
2 SIX MONTHS	-	-	-	-
3 SEVEN TO TWELVE MONTHS	-	-	-	-
4 TWELVE MONTHS	-	-	-	-
5 MORE THAN TWELVE MONTHS UP TO AND INCLUDING TWENTY-FOUR MONTHS	-	-	-	-
6 MORE THAN TWENTY-FOUR MONTHS	-	-	-	-
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	-	-	-	-
8 NOT SPECIFIED OR INDEFINITE	-	-	-	-
9 SENIORITY LOST ON LAYOFF	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 3-09 RETENTION OF SENIORITY DURING ILLNESS OR INJURY				
0 NO PROVISION	8	100.0	20475	100.0
1 UP TO 1 YEAR	-	-	-	-
2 12 - 24 MONTHS	-	-	-	-
3 MORE THAN 24 MONTHS	-	-	-	-
4 VARIES BY TYPE OF INCAPACITATION	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 3-10 SENIORITY ON TRANSFER FROM BARGAINING UNIT				
0 NO PROVISION	8	100.0	20475	100.0
1 SENIORITY LOST ON TRANSFER	-	-	-	-
2 SENIORITY RETAINED FOR SPECIFIED PERIOD ONLY	-	-	-	-
3 SENIORITY RETAINED INDEFINITELY	-	-	-	-
4 VARIES DEPENDING ON CIRCUMSTANCE OF TRANSFER	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 3-11 SUPER SENIORITY (SPECIAL SENIORITY) ON LAY-OFFS, ETC.				
0 NO PROVISION	8	100.0	20475	100.0
1 FOR UNION OFFICIALS	-	-	-	-
2 SPECIAL SKILLS, APPRENTICES	-	-	-	-
3 COMBINATION OF ALTERNATIVES	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

SECTION 4 - JOB OPPORTUNITY AND PROTECTION

FIELD 4-01 JOB POSTING				
0 NO PROVISION	8	100.0	20475	100.0
1 PROVISION	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 4-02 PREFERRED EMPLOYMENT FOR OLDER OR DISABLED WORKERS (EXISTING EMPLOYEES)				
0 NO PROVISION	5	62.5	16025	78.3
1 OLDER WORKERS	2	25.0	1950	9.5
2 DISABLED WORKERS	-	-	-	-
3 COMBINATION OF BOTH OLDER AND DISABLED WORKERS	1	12.5	2500	12.2
TOTAL	8	100.0	20475	100.0
FIELD 4-03 LIMITATION OF PART-TIME WORKERS, TRAINEES				
0 NO PROVISION	8	100.0	20475	100.0
1 PROVISION	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 4-04 TRAINING OR RETRAINING (OTHER THAN TECHNOLOGICAL CHANGE)				
0 NO PROVISION	1	12.5	4725	23.1
1 APPRENTICESHIP	7	87.5	15750	76.9
2 COMPANY PROVIDES ON-THE-JOB TRAINING EXPERIENCES	-	-	-	-
3 COMPANY SPONSORS OFF-PREMISES TRAINING PROGRAMS	-	-	-	-
4 1 AND 2	-	-	-	-
5 1 AND 3	-	-	-	-
6 2 AND 3	-	-	-	-
7 1, 2 AND 3	-	-	-	-
8 TRAINING AT EMPLOYEE INITIATION - COMPANY MAY OR MAY NOT REIMBURSE	-	-	-	-
9 LABOUR AND MANAGEMENT TRAINING PROGRAM	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 4-05 JOURNEYMAN-APPRENTICE RATIO				
0 NO PROVISION	1	12.5	4725	23.1
1 MAXIMUM 1 APPRENTICE FOR EACH JOURNEYMAN	4	50.0	5950	29.1
2 MAXIMUM 1 APPRENTICE FOR EACH 2 JOURNEYMEN	1	12.5	9000	44.0
3 MAXIMUM 1 APPRENTICE FOR EACH 3 JOURNEYMEN	1	12.5	200	1.0
4 MAXIMUM 1 APPRENTICE FOR EACH 4 JOURNEYMEN	-	-	-	-
5 MAXIMUM 1 APPRENTICE FOR EACH 5 JOURNEYMEN	1	12.5	600	2.9
6 MAXIMUM 1 APPRENTICE FOR EACH 6 OR MORE JOURNEYMEN	-	-	-	-
7 NOT SPECIFIED	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 4-06 DISTRIBUTION OF WORK DURING SLACK PERIODS/ WORK SHARING				
0 NO PROVISION	8	100.0	20475	100.0
1 REDUCTION IN NORMAL HOURS OF WORK	-	-	-	-
2 CHANGE IN TYPE OF WORK	-	-	-	-
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 4-07 RATE ON TEMPORARY REASSIGNMENT				
0 NO PROVISION	6	75.0	15550	75.9
1 REGULAR RATE OF EMPLOYEE	-	-	-	-
2 RATE OF TEMPORARY JOB OR REGULAR JOB - WHICHEVER IS GREATER	-	-	-	-
3 RATE OF TEMPORARY JOB	2	25.0	4925	24.1
4 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 4-08 GUARANTEED EMPLOYMENT OR EARNINGS				
0 NO PROVISION	8	100.0	20475	100.0
1 DAILY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
2 WEEKLY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
3 MONTHLY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
4 ANNUAL GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 4-09 MOONLIGHTING				
0 NO PROVISION	4	50.0	15575	76.1
1 PROHIBITED	4	50.0	4900	23.9
2 PERMITTED - WITH RESTRICTIONS	-	-	-	-
3 PERMITTED - WITHOUT RESTRICTIONS	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 4-10 CLASSIFICATION OF NEWLY-CREATED JOBS				
0 NO PROVISION	7	87.5	15750	76.9
1 UNION-MANAGEMENT CONSULTATION ONLY	-	-	-	-
2 ARBITRATION IF CONSULTATION FAILS	1	12.5	4725	23.1
3 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
SECTION 5 - TECHNOLOGICAL CHANGE				
FIELD 5-01 TECHNOLOGICAL CHANGE, ADVANCE NOTICE TO UNION				
0 NO PROVISION	7	87.5	17975	87.8
1 LESS THAN THREE MONTHS	-	-	-	-
2 THREE MONTHS	-	-	-	-
3 SIX MONTHS	-	-	-	-
4 MORE THAN SIX MONTHS	-	-	-	-
5 NOTICE MENTIONED - TIME NOT SPECIFIED	-	-	-	-
6 OTHER	1	12.5	2500	12.2
TOTAL	8	100.0	20475	100.0
FIELD 5-02 CONSULTATION IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	7	87.5	17975	87.8
1 CONSULTATION VIA SPECIAL LABOUR-MANAGEMENT COMMITTEE	-	-	-	-
2 CONSULTATION - DETAILS UNSPECIFIED	-	-	-	-
3 OTHER	1	12.5	2500	12.2
TOTAL	8	100.0	20475	100.0
FIELD 5-03 ARBITRATION OF TECHNOLOGICAL CHANGE DISPUTE				
0 NO PROVISION	8	100.0	20475	100.0
1 PROVISION	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 5-04 TECHNOLOGICAL CHANGE: EMPLOYMENT SECURITY				
0 NO PROVISION	7	87.5	17975	87.8
1 STRAIGHT LAYOFF	-	-	-	-
2 LAYOFF WITH SEVERANCE PAY OR S.U.B.	-	-	-	-
3 WORK FORCE REDUCED THROUGH ATTRITION OR EARLY RETIREMENT	-	-	-	-
4 SOME FORM OF WAGE OR EMPLOYMENT GUARANTEE (OTHER THAN S.U.B./SEVERANCE)	-	-	-	-
5 COMBINATION	-	-	-	-
6 NO REDUCTION IN TOTAL NUMBER OF EMPLOYEES	-	-	-	-
7 OTHER	1	12.5	2500	12.2
TOTAL	8	100.0	20475	100.0
FIELD 5-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE PAY				
0 NO PROVISION	8	100.0	20475	100.0
1 LESS THAN ONE YEAR	-	-	-	-
2 ONE YEAR	-	-	-	-
3 TWO YEARS	-	-	-	-
4 THREE YEARS	-	-	-	-
5 FOUR YEARS	-	-	-	-
6 FIVE YEARS	-	-	-	-
7 TEN YEARS	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

CONSTRUCTION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 5=06 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	8	100.0	20475	100.0
1 ONE WEEK'S PAY PER YEAR OF SERVICE	-	-	-	-
2 ONE WEEKS'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	-	-	-	-
3 VARIES ACCORDING TO LENGTH OF SERVICE	-	-	-	-
4 FLAT AMOUNT (E.G. $50/YEAR OR $500 ON TERMINATION, ETC.)	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 5=07 MAXIMUM AMOUNT OF SEVERANCE PAY				
0 NO PROVISION	8	100.0	20475	100.0
1 LESS THAN 20 WEEKS' PAY	-	-	-	-
2 20 - 25 WEEKS' PAY	-	-	-	-
3 26 - 29 WEEKS' PAY	-	-	-	-
4 30 - 51 WEEKS' PAY	-	-	-	-
5 52 WEEK'S PAY OR MORE	-	-	-	-
6 NO MAXIMUM	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 5=08 TECHNOLOGICAL CHANGE: NOTICE OF PERMANENT LAYOFF				
0 NO PROVISION	7	87.5	17975	87.8
1 LESS THAN THREE MONTHS	-	-	-	-
2 THREE MONTHS OR MORE, LESS THAN SIX MONTHS	-	-	-	-
3 SIX MONTHS OR MORE, LESS THAN ONE YEAR	-	-	-	-
4 MENTIONED, NOT SPECIFIED	-	-	-	-
5 BY LENGTH OF SERVICE	-	-	-	-
6 OTHER	1	12.5	2500	12.2
TOTAL	8	100.0	20475	100.0
FIELD 5=09 OPTIONS FOR EMPLOYEES RETAINED				
0 NO PROVISION	7	87.5	17975	87.8
1 OPPORTUNITY TO BE TRAINED OR RETRAINED	-	-	-	-
2 MAINTENANCE OF CURRENT WAGE RATE IF REQUIRED TO MOVE TO LOWER GRADED JOB	-	-	-	-
3 GUARANTEE OF ONLY SLIGHTLY LOWER PAY IF MOVED TO LOWER GRADED JOB	-	-	-	-
4 TRANSFER ALLOWANCE AND/OR PROGRAM	-	-	-	-
5 COMBINATION OF ABOVE ALTERNATIVES	-	-	-	-
6 OTHER	1	12.5	2500	12.2
TOTAL	8	100.0	20475	100.0
FIELD 5=10 TRAINING IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	7	87.5	17975	87.8
1 COMPANY PROGRAM	-	-	-	-
2 UNION PROGRAM OR JOINT COMPANY=UNION PROGRAM	-	-	-	-
3 COMPANY=UNION PROGRAM IN CONJUNCTION WITH PROVINCIAL AND/OR FEDERAL GOVERNMENT	-	-	-	-
4 TRAINING OR RETRAINING MENTIONED BUT NOT SPECIFIED	-	-	-	-
5 OTHER	1	12.5	2500	12.2
TOTAL	8	100.0	20475	100.0
FIELD 5=11 TECHNOLOGICAL CHANGE: REOPENER				
0 NO PROVISION	8	100.0	20475	100.0
1 PROVISION	-	-	-	-
TOTAL	8	100.0	20475	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 5=12 TECHNOLOGICAL CHANGE: RELOCATON ALLOWANCE				
0 NO PROVISION	8	100.0	20475	100.0
1 EMPLOYER PAYS FULL COST	-	-	-	-
2 EMPLOYER PAYS PERCENTAGE OF COST	-	-	-	-
3 EMPLOYER PAYS PERCENTAGE OF COST, BUT MAXIMUM NOT SPECIFIED	-	-	-	-
4 FLAT AMOUNT	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

SECTION 6 -- COMPENSATION PRACTICE AND RELATED PROVISIONS

FIELD 6=01 FREQUENCY OF DEFERRED WAGE INCREASES				
0 NO WAGE ADJUSTMENTS DEFERRED DURING LIFE OF AGREEMENT	-	-	-	-
1 WAGE ADJUSTMENT EVERY SIX MONTHS	-	-	-	-
2 WAGE ADJUSTMENT YEARLY	5	62.5	8375	40.9
3 IRREGULARLY SCHEDULED WAGE INCREASES	3	37.5	12100	59.1
4 VARIES FOR DIFFERENT CATEGORIES OF WORKERS	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 6=02 OTHER WAGE ADJUSTMENTS				
0 NO PROVISION	8	100.0	20475	100.0
1 DATE SPECIFIED, AMOUNT DETERMINED LATER	-	-	-	-
2 REOPENER CLAUSE - MUTUAL CONSENT REQUIRED	-	-	-	-
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 6=03 SEVERANCE PAY				
0 NO PROVISION	8	100.0	20475	100.0
1 SEVERANCE PAY PLAN	-	-	-	-
2 LAYOFF BENEFITS PLAN	-	-	-	-
3 SEVERANCE PAY AND LAYOFF BENEFITS PLAN	-	-	-	-
4 PLAN EXISTS: NO DETAILS	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 6=04 SUPPLEMENTARY UNEMPLOYMENT BENEFITS				
0 NO PROVISION	7	87.5	17975	87.8
1 PROVISION	1	12.5	2500	12.2
TOTAL	8	100.0	20475	100.0
FIELD 6=05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE BENEFITS				
0 NO PROVISION	8	100.0	20475	100.0
1 LESS THAN ONE YEAR	-	-	-	-
2 ONE YEAR	-	-	-	-
3 TWO YEARS	-	-	-	-
4 THREE YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 TEN YEARS	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

CONSTRUCTION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 6-06 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	6	100.0	20475	100.0
1 ONE DAY'S PAY PER YEAR OF SERVICE	-	-	-	-
2 ONE WEEK'S PAY PER YEAR OF SERVICE	-	-	-	-
3 ONE WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	-	-	-	-
4 VARIES ACCORDING TO LENGTH OF SERVICE	-	-	-	-
5 FLAT AMOUNT (E.G. LUMP SUM ON TERMINATION)	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	6	100.0	20475	100.0
FIELD 6-07 MAXIMUM ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	6	100.0	20475	100.0
1 LESS THAN 20 WEEKS' PAY	-	-	-	-
2 20 WEEKS' PAY	-	-	-	-
3 21 - 25 WEEKS' PAY	-	-	-	-
4 26 - 29 WEEKS' PAY	-	-	-	-
5 30 - 52 WEEKS' PAY	-	-	-	-
6 NO MAXIMUM	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	6	100.0	20475	100.0
FIELD 6-08 COLA				
0 NO PROVISION	6	100.0	20475	100.0
1 PROVISION EXISTS AND IS EFFECTIVE DURING AGREEMENT	-	-	-	-
2 PROVISION EXISTS AND IS TO BE IMPLEMENTED AT A LATER DATE	-	-	-	-
TOTAL	6	100.0	20475	100.0
FIELD 6-09 COLA: FREQUENCY				
0 NO PROVISION	6	100.0	20475	100.0
1 AUTOMATIC MONTHLY ADJUSTMENT	-	-	-	-
2 AUTOMATIC QUARTERLY ADJUSTMENT	-	-	-	-
3 AUTOMATIC SEMI-ANNUALLY ADJUSTMENT	-	-	-	-
4 AUTOMATIC ANNUAL ADJUSTMENT	-	-	-	-
5 IN LINE WITH CONTRACT WAGE AGREEMENTS	-	-	-	-
6 ADJUSTED DURING TERM OF AGREEMENT	-	-	-	-
7 REVIEW AT IRREGULAR INTERVALS	-	-	-	-
8 CANNOT DETERMINE	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	6	100.0	20475	100.0

SECTION 7 - REGULAR HOURS AND DAYS OF WORK

FIELD 7-01 NORMAL DAILY WORK HOURS - NON OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 LESS THAN SEVEN HOURS			-	-
2 SEVEN HOURS			-	-
3 7 1/4 HOURS			-	-
4 7 1/2 HOURS			20475	100.0
5 7 3/4 HOURS			-	-
6 EIGHT HOURS			-	-
7 MORE THAN EIGHT HOURS			-	-
8 FLEXIBLE WORK HOURS			-	-
9 OTHER			-	-
TOTAL			20475	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-02 NORMAL DAILY WORK HOURS - OFFICE EMPLOYEES				
0 NO PROVISION	-	-	-	-
1 LESS THAN SEVEN HOURS	-	-	-	-
2 SEVEN HOURS	-	-	-	-
3 7 1/4 HOURS	-	-	-	-
4 7 1/2 HOURS	-	-	-	-
5 7 3/4 HOURS	-	-	-	-
6 EIGHT HOURS	-	-	-	-
7 MORE THAN EIGHT HOURS	-	-	-	-
8 FLEXIBLE WORK HOURS	-	-	-	-
9 OTHER	-	-	-	-
TOTAL			0	100.0
FIELD 7-03 NORMAL WEEKLY WORK DAYS - NON OFFICE EMPLOYEES				
0 NO PROVISION	-	-	-	-
1 THREE DAYS	-	-	-	-
2 FOUR DAYS	2200	10.7	2200	10.7
3 FIVE DAYS	16275	89.3	16275	89.3
4 VARIES BY SEASON, LOCATION, ETC.	-	-	-	-
5 NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)	-	-	-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)	-	-	-	-
7 OTHER	-	-	-	-
TOTAL			20475	100.0
FIELD 7-04 NORMAL WEEKLY WORK DAYS - OFFICE EMPLOYEES				
0 NO PROVISION	-	-	-	-
1 THREE DAYS	-	-	-	-
2 FOUR DAYS	-	-	-	-
3 FIVE DAYS	-	-	-	-
4 VARIES BY SEASON, LOCATION, ETC.	-	-	-	-
5 NO STANDARD WEEKLY WORK DAYS	-	-	-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)	-	-	-	-
7 OTHER	-	-	-	-
TOTAL			0	100.0
FIELD 7-05 NORMAL WEEKLY WORK HOURS - NON OFFICE EMPLOYEES				
0 NO PROVISION	-	-	-	-
1 LESS THAN 35 HOURS	-	-	-	-
2 35 HOURS	-	-	-	-
3 37 1/2 HOURS	20475	100.0	20475	100.0
4 40 HOURS	-	-	-	-
5 MORE THAN 40 HOURS	-	-	-	-
6 OTHER	-	-	-	-
TOTAL			20475	100.0
FIELD 7-06 NORMAL WEEKLY WORK HOURS - OFFICE EMPLOYEES				
0 NO PROVISION	-	-	-	-
1 LESS THAN 35 HOURS	-	-	-	-
2 35 HOURS	-	-	-	-
3 37 1/2 HOURS	-	-	-	-
4 40 HOURS	-	-	-	-
5 MORE THAN 40 HOURS	-	-	-	-
6 OTHER	-	-	-	-
TOTAL			0	100.0

CONSTRUCTION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-07 DAYS OFF PER WEEK				
0 NO PROVISION	-	-	-	-
1 TWO DAYS (CONSECUTIVE)	8	100.0	20475	100.0
2 TWO DAYS (NOT CONSECUTIVE)	-	-	-	-
3 THREE DAYS (CONSECUTIVE)	-	-	-	-
4 THREE DAYS (NOT CONSECUTIVE)	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 VARIED FOR CONTINUOUS OR NON-CONTINUOUS OPERATIONS	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 7-08 REPORTING PAY - WORK NOT COMMENCED				
0 LEGISLATION (2 HOURS' PAY)	4	50.0	3900	19.0
1 THREE HOURS' PAY	-	-	-	-
2 FOUR HOURS' PAY	3	37.5	11850	57.9
3 FULL SHIFT'S PAY	-	-	-	-
4 OTHER	1	12.5	4725	23.1
TOTAL	8	100.0	20475	100.0
FIELD 7-09 REPORTING PAY - WORK HAS COMMENCED				
0 LEGISLATION (4 HOURS' PAY)	8	100.0	20475	100.0
1 MORE THAN FOUR HOURS' PAY BUT LESS THAN A FULL SHIFT'S PAY	-	-	-	-
2 FULL SHIFT'S PAY	-	-	-	-
3 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 7-10 PAID REST PERIODS				
0 NO PROVISION	1	12.5	4725	23.1
1 TWO FOR A TOTAL OF 20 MINUTES	5	62.5	12900	63.0
2 TWO FOR A TOTAL OF 30 MINUTES	-	-	-	-
3 TWO FOR A TOTAL OF 40 MINUTES	-	-	-	-
4 VARIES WITH DIFFERENT CATEGORIES OF EMPLOYEES	-	-	-	-
5 REST PERIOD MENTIONED BUT NOT SPECIFIED	1	12.5	2500	12.2
6 OTHER	1	12.5	350	1.7
TOTAL	8	100.0	20475	100.0
FIELD 7-11 NOTICE OF CHANGE IN HOURS, DAYS, SHIFTS, ETC.				
0 NO PROVISION	5	62.5	13950	68.1
1 LESS THAN ONE DAY (24 HOURS)	2	25.0	1800	8.8
2 ONE DAY (24 HOURS)	-	-	-	-
3 MORE THAN ONE DAY LESS THAN THREE	-	-	-	-
4 THREE DAYS TO LESS THAN SEVEN	-	-	-	-
5 SEVEN TO FOURTEEN DAYS	-	-	-	-
6 MORE THAN FOURTEEN DAYS	-	-	-	-
7 NOTICE MENTIONED BUT NOT SPECIFIED	1	12.5	4725	23.1
8 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 7-12 PORTAL-TO-PORTAL				
0 NO PROVISION	7	87.5	15750	76.9
1 PROVISION	1	12.5	4725	23.1
TOTAL	8	100.0	20475	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-13 PAID WASH, CLEAN UP, OR CLOTHES CHANGING PERIODS				
0 NO PROVISION	7	87.5	18975	92.7
1 PROVISION	1	12.5	1500	7.3
TOTAL	8	100.0	20475	100.0
FIELD 7-14 FLEXIBLE STARTING/QUITTING HOURS				
0 NO PROVISION	7	87.5	15750	76.9
1 PROVISION	1	12.5	4725	23.1
TOTAL	8	100.0	20475	100.0
FIELD 7-15 COMPRESSED WORK WEEK				
0 NO PROVISION	7	87.5	19875	97.1
1 THREE DAY WEEK IN PROGRESS	-	-	-	-
2 FOUR DAY WEEK IN PROGRESS	-	-	-	-
3 ALTERNATING 4, 5, IN PROGRESS	-	-	-	-
4 TO COMMENCE DURING TERM OF AGREEMENT	-	-	-	-
5 UNDER STUDY	-	-	-	-
6 OTHER	1	12.5	600	2.9
TOTAL	8	100.0	20475	100.0
SECTION 8 - OVERTIME AND PREMIUM PAY				
FIELD 8-01 OVERTIME RATE AFTER NORMAL DAILY WORK HOURS				
0 1 1/2 X	-	-	-	-
1 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
2 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
3 1 1/2 X FOR THREE HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	-	-	-	-
6 2 X	8	100.0	20475	100.0
7 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 8-02 OVERTIME RATE AFTER NORMAL WEEKLY WORK HOURS				
0 1 1/2 X	-	-	-	-
1 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
2 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
3 1 1/2 X FOR THREE HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	-	-	-	-
6 2 X	8	100.0	20475	100.0
7 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 8-03 OVERTIME RATE ON SIXTH DAY (OR FIRST DAY NOT NORMALLY WORKED)				
0 NO PROVISION	-	-	-	-
1 1 1/2 X	-	-	-	-
2 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR THREE HOURS, THEN 2 X	-	-	-	-
5 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
6 2 X	8	100.0	20475	100.0
7 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-04 OVERTIME RATE ON SEVENTH DAY (OR SECOND DAY NOT NORMALLY WORKED)				
0 NO PROVISION	-	-	-	-
1 1 1/2 X	-	-	-	-
2 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	8	100.0	20475	100.0
6 3 X	-	-	-	-
7 OVERTIME RATE TIMES SUNDAY PREMIUM RATE (E.G. 1 1/2 X 1 1/2 X)	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 8-05 OVERTIME COMPENSATION				
0 NO PROVISION	-	-	-	-
1 PAY ONLY	8	100.0	20475	100.0
2 FULL COMPENSATORY TIME OFF	-	-	-	-
3 CHOICE OF PAY OR COMPENSATORY TIME OFF	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 8-06 RIGHT TO REFUSE OVERTIME				
0 NO PROVISION	8	100.0	20475	100.0
1 RIGHT TO REFUSE	-	-	-	-
2 NO RIGHT TO REFUSE	-	-	-	-
3 OVERTIME COMPULSORY IN CASES OF EMERGENCY	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 8-07 DISTRIBUTION OF OVERTIME				
0 NO PROVISION	8	100.0	20475	100.0
1 BASED ON SENIORITY	-	-	-	-
2 SHARED AMONG ALL EMPLOYEES	-	-	-	-
3 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 8-08 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON SATURDAY				
0 NO PROVISION	5	62.5	8625	42.1
1 NO PREMIUM RATE FOR REGULAR SATURDAY WORK (I.E. STRAIGHT TIME)	1	12.5	350	1.7
2 1 1/2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	2	25.0	11500	56.2
6 FLAT AMOUNT PER HOUR OR DAY	-	-	-	-
7 PERCENTAGE OF REGULAR RATE	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-09 PREMIUM RATE FOR REGULAR SCHEDULED WORK ON SUNDAY				
0 NO PROVISION	7	87.5	17975	87.8
1 NO PREMIUM RATE FOR REGULAR SUNDAY WORK (I.E.STRAIGHT TIME)	-	-	-	-
2 1 1/2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	1	12.5	2500	12.2
6 FLAT AMOUNT PER HOUR OR PER DAY	-	-	-	-
7 PERCENTAGE OF REGULAR RATE	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 8-10 CALL-IN (CALL-BACK) PAY GUARANTEE				
0 NO PROVISION	2	25.0	1700	8.3
1 MINIMUM OF TWO HOURS AT STRAIGHT TIME	3	37.5	4700	23.0
2 MINIMUM OF THREE HOURS AT STRAIGHT TIME	-	-	-	-
3 MINIMUM OF FOUR HOURS AT STRAIGHT TIME	1	12.5	9000	44.0
4 MORE THAN FOUR HOURS' PAY AT STRAIGHT TIME	-	-	-	-
5 MINIMUM OF TWO HOURS AT OVERTIME RATE	1	12.5	350	1.7
6 MINIMUM OF THREE HOURS AT OVERTIME RATE	-	-	-	-
7 MINIMUM OF FOUR HOURS AT OVERTIME RATE	1	12.5	4725	23.1
8 MORE THAN FOUR HOURS' PAY AT OVERTIME RATE	-	-	-	-
9 OVERTIME RATE, NO MINIMUM GUARANTEE	-	-	-	-
10 1 1/2 X FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	-	-	-	-
11 DOUBLE TIME FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	-	-	-	-
12 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 8-11 PAID MEAL PERIOD				
0 NO PROVISION	1	12.5	350	1.7
1 ON OVERTIME, CALL-IN, HOLIDAY WORK, ETC.	6	75.0	19925	97.3
2 ON DESIGNATED SHIFTS	-	-	-	-
3 1 AND 2	1	12.5	200	1.0
4 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 8-12 MEAL ALLOWANCE ON OVERTIME OR CALL-IN				
0 NO PROVISION	3	37.5	4350	21.2
1 LESS THAN $4.00	-	-	-	-
2 $4.00 TO $4.99	-	-	-	-
3 $5.00 TO $5.99	-	-	-	-
4 $6.00 TO $6.99	-	-	-	-
5 $7.00 AND MORE	-	-	-	-
6 MEAL PROVIDED	5	62.5	16125	78.8
7 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 8-13 RATE FOR TRAVEL TIME ON OVERTIME, CALL-IN, ETC.				
0 NO PROVISION	7	87.5	17975	87.8
1 1 1/2 X	-	-	-	-
2 1 1/2 X FOLLOWED BY A HIGHER RATE	-	-	-	-
3 2 X	-	-	-	-
4 FLAT AMOUNT	-	-	-	-
5 OTHER	1	12.5	2500	12.2
TOTAL	8	100.0	20475	100.0

CONSTRUCTION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-14 STAND-BY PAY				
0 NO PROVISION	7	87.5	20125	98.3
1 PROVISION	1	12.5	350	1.7
TOTAL	8	100.0	20475	100.0
FIELD 8-15 PREMIUM PAY FOR HAZARDOUS, DIRTY, OR UNDERGROUND WORK				
0 NO PROVISION	-	-	-	-
1 MULTIPLE RATE (I.E. 1 1/4 X, 1 1/2 X, OR 2 X)	-	-	-	-
2 FLAT AMOUNT PER HOUR IN ADDITION TO REGULAR WAGES	-	-	-	-
3 PERCENTAGE OF REGULAR RATE	2	25.0	6325	30.9
4 REDUCED SHIFT	-	-	-	-
5 OTHER	6	75.0	14150	69.1
TOTAL	8	100.0	20475	100.0
FIELD 8-16 SECOND SHIFT DIFFERENTIAL				
0 NO PROVISION	-	-	-	-
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 49 CENTS PER HOUR	-	-	-	-
4 50 - 75 CENTS PER HOUR	-	-	-	-
5 MORE THAN 75 CENTS PER HOUR	1	12.5	1500	7.3
6 1/2 HOUR'S PAY PER SHIFT	-	-	-	-
7 1 HOUR'S PAY PER SHIFT	5	62.5	17175	83.9
8 PERCENTAGE OF HOURLY WAGE RATE	2	25.0	1800	8.8
9 FLAT AMOUNT PER SHIFT	-	-	-	-
10 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	-	-	-	-
11 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 8-17 THIRD SHIFT PREMIUM				
0 NO PROVISION	1	12.5	9000	44.0
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 49 CENTS PER HOUR	-	-	-	-
4 50 - 74 CENTS PER HOUR	-	-	-	-
5 75 - $1.00 PER HOUR	1	12.5	1500	7.3
6 MORE THAN $1.00 PER HOUR	-	-	-	-
7 1/2 HOUR'S PAY PER SHIFT	1	12.5	350	1.7
8 ONE HOUR'S PAY PER SHIFT	3	37.5	7825	38.2
9 TWO HOUR'S PAY PER SHIFT	2	25.0	1800	8.8
10 PERCENTAGE OF HOURLY WAGE RATE	-	-	-	-
11 FLAT AMOUNT PER SHIFT	-	-	-	-
12 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	-	-	-	-
13 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 8-18 SPLIT SHIFT DIFFERENTIAL				
0 NO PROVISION	8	100.0	20475	100.0
1 LESS THAN 20 CENTS	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 49 CENTS PER HOUR	-	-	-	-
4 50 - 75 CENTS PER HOUR	-	-	-	-
5 MORE THAN 75 CENTS PER HOUR	-	-	-	-
6 ONE HOUR'S PAY PER SHIFT	-	-	-	-
7 FLAT AMOUNT PER SHIFT	-	-	-	-
8 SPLIT SHIFT PROHIBITED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-19 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR				
0 NO PROVISION	2	25.0	6225	30.4
1 PROVISION	6	75.0	14250	69.6
TOTAL	8	100.0	20475	100.0
FIELD 8-20 ISOLATION/NORTHERN ALLOWANCE				
0 NO PROVISION	8	100.0	20475	100.0
1 PROVISION	-	-	-	-
TOTAL	8	100.0	20475	100.0

SECTION 9 - PAID HOLIDAYS

FIELD 9-01 NUMBER OF PAID HOLIDAYS (STATUTORY AND FLOATING PER YEAR)				
0 NO PROVISION	-	-	-	-
1 EIGHT DAYS OR LESS	-	-	-	-
2 NINE DAYS	-	-	-	-
3 TEN DAYS	-	-	-	-
4 ELEVEN DAYS	-	-	-	-
5 TWELVE DAYS	-	-	-	-
6 THIRTEEN DAYS	-	-	-	-
7 FOURTEEN DAYS	8	100.0	20475	100.0
8 FIFTEEN DAYS	-	-	-	-
9 SIXTEEN DAYS OR MORE	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 9-02 REQUIREMENTS TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	7	87.5	15750	76.9
1 MINIMUM LENGTH OF SERVICE	1	12.5	4725	23.1
2 WORK ON SCHEDULED DAY BEFORE HOLIDAY	-	-	-	-
3 WORK ON SCHEDULED DAY AFTER HOLIDAY	-	-	-	-
4 WORK SCHEDULED BOTH DAY BEFORE AND DAY AFTER HOLIDAY	-	-	-	-
5 WORK SCHEDULED EITHER DAY BEFORE OR DAY AFTER HOLIDAY	-	-	-	-
6 MINIMUM LENGTH OF SERVICE PLUS 2, 3, 4 OR 5	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 9-03 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	7	87.5	15750	76.9
1 LESS THAN ONE MONTH	1	12.5	4725	23.1
2 ONE MONTH	-	-	-	-
3 TWO MONTHS	-	-	-	-
4 MORE THAN TWO MONTHS	-	-	-	-
5 DESIGNATED NUMBER OF SHIFTS OR HOURS	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

CONSTRUCTION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 9-04 PREMIUM RATE ON A SCHEDULED HOLIDAY				
0 NO PROVISION	-	-	-	-
1 ANOTHER DAY OFF	-	-	-	-
2 1 1/2 X FOR HOURS WORKED PLUS EITHER HOLIDAY PAY OR ANOTHER DAY OFF	-	-	-	-
3 2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	8	100.0	20475	100.0
4 < 1/2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 9-05 PAID HOLIDAY FALLING ON SCHEDULED DAY OFF				
0 NO PROVISION	-	-	-	-
1 ANOTHER PAID DAY OFF SUCH AS PRECEDING FRIDAY, FOLLOWING MONDAY	8	100.0	20475	100.0
2 AN EXTRA DAY'S PAY	-	-	-	-
3 1 OR 2	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 9-06 PAID HOLIDAY FALLING WITHIN VACATION				
0 NO PROVISION	8	100.0	20475	100.0
1 ANOTHER PAID DAY OFF	-	-	-	-
2 ANOTHER DAY'S PAY	-	-	-	-
3 1 OR 2	-	-	-	-
4 NOT GRANTED	-	-	-	-
TOTAL	8	100.0	20475	100.0
SECTION 10 - PAID ANNUAL VACATION				
FIELD 10-01 VACATION IN FIRST YEAR OF EMPLOYMENT				
0 NO PROVISION	8	100.0	20475	100.0
1 TAKES ALL OF VACATION EARNED FOR FULL YEAR'S SERVICE	-	-	-	-
2 ONE WEEK AFTER 6 MONTHS	-	-	-	-
3 GRADUATED ACCORDING TO LENGTH OF SERVICE	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 10-02 MAXIMUM ANNUAL PAID VACATION				
0 NO PROVISION	1	12.5	4725	23.1
1 TWO WEEKS	-	-	-	-
2 THREE WEEKS	7	87.5	15750	76.9
3 FOUR WEEKS	-	-	-	-
4 FIVE WEEKS	-	-	-	-
5 SIX WEEKS	-	-	-	-
6 SEVEN WEEKS	-	-	-	-
7 EIGHT WEEKS	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-03 YEARS OF SERVICE FOR THREE WEEKS PAID VACATION				
0 NO PROVISION	1	12.5	4725	23.1
1 MINIMUM GREATER THAN THREE WEEKS	-	-	-	-
2 ONE YEAR OF SERVICE	7	87.5	15750	76.9
3 TWO YEARS	-	-	-	-
4 THREE YEARS	-	-	-	-
5 FOUR YEARS	-	-	-	-
6 FIVE YEARS	-	-	-	-
7 SIX YEARS	-	-	-	-
8 NOT SPECIFIED, CANNOT DETERMINE	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 10-04 YEARS OF SERVICE FOR FOUR WEEKS PAID VACATION				
0 NO PROVISION	8	100.0	20475	100.0
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	8	100.0	20475	100.0

CONSTRUCTION

FIELD 10-05 YEARS OF SERVICE FOR FIVE WEEKS PAID VACATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	8	100.0	20475	100.0
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	8	100.0	20475	100.0

FIELD 10-06 YEARS OF SERVICE FOR SIX WEEKS PAID VACATION

0 NO PROVISION	8	100.0	20475	100.0
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	8	100.0	20475	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-07 YEARS OF SERVICE FOR SEVEN WEEKS PAID VACATION				
0 NO PROVISION	8	100.0	20475	100.0
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY OR MORE YEARS	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 10-08 YEARS OF SERVICE FOR EIGHT WEEKS PAID VACATION				
0 NO PROVISION	8	100.0	20475	100.0
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY OR MORE YEARS	-	-	-	-
TOTAL	8	100.0	20475	100.0

CONSTRUCTION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-09 ANNUAL VACATION PAY				
0 NO PROVISION	-	-	-	-
1 REGULAR PAY	1	12.5	350	1.7
2 PERCENTAGE OF YEARLY GROSS EARNINGS	7	87.5	20125	98.3
3 1 OR 2. WHICHEVER IS GREATER	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 10-10 VACATION CARRY-OVER				
0 NO PROVISION	8	100.0	20475	100.0
1 WITH LIMITATIONS	-	-	-	-
2 WITHOUT LIMITATIONS	-	-	-	-
3 NOT ALLOWED	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 10-11 SPECIAL EXTENDED VACATIONS				
0 NO PROVISION	8	100.0	20475	100.0
1 EXTENDED VACATION AT CERTAIN TIMES OF THE YEAR	-	-	-	-
2 EXTENDED VACATION IN DESIGNATED YEARS OF SERVICE	-	-	-	-
3 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

SECTION 11 - LEAVE OF ABSENCE PROVISIONS

FIELD 11-01 BEREAVEMENT LEAVE (IMMEDIATE FAMILY)				
0 NO PROVISION	7	87.5	11475	56.0
1 ONE DAY	-	-	-	-
2 TWO DAYS	-	-	-	-
3 THREE DAYS	-	-	-	-
4 FOUR DAYS	-	-	-	-
5 FIVE DAYS	-	-	-	-
6 LEAVE VARIES DEPENDING ON CIRCUMSTANCES	1	12.5	9000	44.0
7 LEAVE MENTIONED BUT LENGTH NOT SPECIFIED	-	-	-	-
8 OTHER				
TOTAL	8	100.0	20475	100.0
FIELD 11-02 LEAVE FOR COURT OR JURY DUTY				
0 NO PROVISION	8	100.0	20475	100.0
1 PROVISION FOR FULL REGULAR PAY	-	-	-	-
2 OTHER (NOT SPECIFIED OR LESS THAN FULL REGULAR PAY)	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 11-03 LEAVE FOR UNION BUSINESS (OTHER THAN HANDLING OF GRIEVANCES)				
0 NO PROVISION	7	87.5	20125	98.3
1 PAID LEAVE	1	12.5	350	1.7
2 UNPAID LEAVE	-	-	-	-
3 PAID OR UNPAID LEAVE - DEPENDS ON CIRCUMSTANCES	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 11-04 PAID LEAVE: MARRIAGE				
0 NO PROVISION	8	100.0	20475	100.0
1 PROVISION EXISTS, BUT IS NOT SPECIFIED	-	-	-	-
2 ONE DAY	-	-	-	-
3 TWO DAYS	-	-	-	-
4 THREE DAYS	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 11-05 ELIGIBILITY FOR MATERNITY LEAVE				
0 NO PROVISION	8	100.0	20475	100.0
1 ONE MONTHS' SERVICE	-	-	-	-
2 TWO TO SIX MONTHS' SERVICE	-	-	-	-
3 MORE THAN SIX MONTHS	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 11-06 MATERNITY LEAVE: MAXIMUM DURATION (BASIC LEAVE)				
0 NO PROVISION	8	100.0	20475	100.0
1 17 WEEKS	-	-	-	-
2 18 WEEKS	-	-	-	-
3 19 - 25 WEEKS	-	-	-	-
4 26 WEEKS	-	-	-	-
5 27 - 52 WEEKS	-	-	-	-
6 VARIES ACCORDING TO LENGTH OF SERVICE	-	-	-	-
7 NOT SPECIFIED, CANNOT DETERMINE	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 11-07 MATERNITY LEAVE WITH PAY				
0 NO PROVISION	8	100.0	20475	100.0
1 WEEKLY INDEMNITY OR GROUP INSURANCE PLAN	-	-	-	-
2 USE OF SICK LEAVE	-	-	-	-
3 LEAVE OF ABSENCE, NO PAY LOSS	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 11-08 SENIORITY DURING MATERNITY LEAVE				
0 NO PROVISION	8	100.0	20475	100.0
1 SENIORITY RETAINED	-	-	-	-
2 SENIORITY ACCUMULATED	-	-	-	-
3 NOT MENTIONED IF SENIORITY RETAINED OR ACCUMMULATED	-	-	-	-
4 SENIORITY ACCUMULATED UP TO CERTAIN PERIOD, THEN RETAINED	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 11-09 PAID LEAVE: PATERNITY				
0 NO PROVISION	8	100.0	20475	100.0
1 NOT SPECIFIC	-	-	-	-
2 ONE DAY	-	-	-	-
3 TWO DAYS	-	-	-	-
4 THREE DAYS	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

CONSTRUCTION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 11-10 LEAVE - ADOPTION				
0 NO PROVISION	8	100.0	20475	100.0
1 PAID LEAVE	-	-	-	-
2 UNPAID LEAVE	-	-	-	-
3 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 11-11 LEAVE: EDUCATION				
0 NO PROVISION	8	100.0	20475	100.0
1 LEAVE WITH FULL PAY	-	-	-	-
2 LEAVE WITH PARTIAL PAY	-	-	-	-
3 LEAVE WITHOUT PAY	-	-	-	-
4 LEAVE PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 11-12 SICK FAMILY MEMBER CARE LEAVE				
0 NO PROVISION	8	100.0	20475	100.0
1 ONE DAY	-	-	-	-
2 TWO DAYS	-	-	-	-
3 THREE DAYS	-	-	-	-
4 FOUR DAYS	-	-	-	-
5 FIVE DAYS	-	-	-	-
6 PROVIDED FOR, BUT DEDUCTED FROM SICK LEAVE	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 11-13 MAINTENANCE OF BENEFITS ON LIMITED LAYOFFS OR LEAVE OF ABSENCE				
0 NO PROVISION	8	100.0	20475	100.0
1 EMPLOYEE TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	-	-	-	-
2 EMPLOYEE PARTIALLY RESPONSIBLE (MAKE UP CONTRIBUTION DURING OR AFTER ABSENCE)	-	-	-	-
3 EMPLOYER TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	-	-	-	-
4 MENTIONED BUT NOT SPECIFIED	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 11-14 PERSONAL LEAVE OF ABSENCE (UNPAID)				
0 NO PROVISION	1	12.5	2500	12.2
1 PROVISION	7	87.5	17975	87.8
TOTAL	8	100.0	20475	100.0

SECTION 12 - HEALTH AND WELFARE PROVISIONS

FIELD 12-01 TYPE OF HEALTH AND WELFARE COVERAGE				
0 NO PROVISION	-	-	-	-
1 HEALTH AND WELFARE FUND	8	100.0	20475	100.0
2 SERIES OF PLANS	-	-	-	-
3 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-02 SERVICE REQUIREMENT TO QUALIFY FOR HEALTH AND WELFARE				
0 NO PROVISION	8	100.0	20475	100.0
1 IMMEDIATELY ON BEING EMPLOYED	-	-	-	-
2 ONE MONTH	-	-	-	-
3 THREE MONTHS	-	-	-	-
4 SIX MONTHS	-	-	-	-
5 ONE YEAR	-	-	-	-
6 VARIES ACCORDING TO PARTICULAR BENEFIT	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 12-03 EMPLOYER CONTRIBUTION TO HEALTH AND WELFARE FUND				
0 NO HEALTH AND WELFARE FUND	-	-	-	-
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 39 CENTS PER HOUR	-	-	-	-
4 40 - 49 CENTS PER HOUR	-	-	-	-
5 50 - 74 CENTS PER HOUR	-	-	-	-
6 75 CENTS - $1.00 PER HOUR	6	75.0	10875	53.1
7 MORE THAN $1.00 PER HOUR	2	25.0	9600	46.9
8 FUND MENTIONED BUT AMOUNT NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 12-04 EMPLOYER CONTRIBUTION TO BASIC HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	-	-	-	-
1 100% OF PREMIUM	-	-	-	-
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	-	-	-	-
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	8	100.0	20475	100.0
10 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 12-05 EMPLOYER CONTRIBUTION TO EXTENDED HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	-	-	-	-
1 100% OF PREMIUM	-	-	-	-
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	-	-	-	-
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	8	100.0	20475	100.0
10 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-06 TYPE OF PAID SICK LEAVE				
0 PLAN NOT MENTIONED IN AGREEMENT	7	87.5	18975	92.7
1 FLAT ALLOWANCE (IN TIME PER MONTH, YEAR, ETC.)	-	-	-	-
2 GRADUATED ALLOWANCE ACCORDING TO SERVICE	-	-	-	-
3 ALLOWANCE PER DISABILITY	-	-	-	-
4 FLAT AMOUNT IN LIEU OF SICK PAY (E.G.$3 PER MONTH)	-	-	-	-
5 WEEKLY INDEMNITY PLAN	1	12.5	1500	7.3
6 BOTH SICK LEAVE AND WEEKLY INDEMNITY PLAN	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 12-07 NUMBER OF DAYS PAID SICK LEAVE PER YEAR				
0 NO PROVISION	8	100.0	20475	100.0
1 ONE TO SIX DAYS	-	-	-	-
2 SEVEN TO TWELVE DAYS	-	-	-	-
3 THIRTEEN TO FIFTEEN DAYS	-	-	-	-
4 SIXTEEN TO EIGHTEEN DAYS	-	-	-	-
5 NINETEEN OR MORE DAYS	-	-	-	-
6 VARIES WITH LENGTH OF SERVICE	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 12-08 MAXIMUM ACCUMULATION OF UNUSED PAID SICK LEAVE				
0 NO PROVISION	8	100.0	20475	100.0
1 30 DAYS OR LESS	-	-	-	-
2 31 TO 90 DAYS	-	-	-	-
3 91 TO 120 DAYS	-	-	-	-
4 121 TO 150 DAYS	-	-	-	-
5 151 TO 200 DAYS	-	-	-	-
6 201 TO 250 DAYS	-	-	-	-
7 MORE THAN 250 DAYS, BUT LIMITED	-	-	-	-
8 UNLIMITED ACCUMULATION	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 12-09 CONVERSION OF UNUSED SICK LEAVE				
0 NO PROVISION	8	100.0	20475	100.0
1 ANNUAL CONVERSION TO CASH OR DAYS OFF	-	-	-	-
2 FULL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	-	-	-	-
3 PARTIAL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	-	-	-	-
4 COMBINATION	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 12-10 EMPLOYER CONTRIBUTION TO SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	7	87.5	18975	92.7
1 100% OF PREMIUM	-	-	-	-
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	-	-	-	-
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	12.5	1500	7.3
9 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-11 MAXIMUM PERIOD OF SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	7	87.5	18975	92.7
1 LESS THAN 12 WEEKS	-	-	-	-
2 13 WEEKS	-	-	-	-
3 26 WEEKS	-	-	-	-
4 39 WEEKS	-	-	-	-
5 52 WEEKS	-	-	-	-
6 VARIES ACCORDING TO LENGTH OF SERVICE	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	12.5	1500	7.3
8 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 12-12 MAXIMUM AMOUNT OF SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	7	87.5	18975	92.7
1 $100 OR LESS	-	-	-	-
2 $101 TO $150 PER WEEK	-	-	-	-
3 $151 TO $200 PER WEEK	-	-	-	-
4 MORE THAN $200 PER WEEK	-	-	-	-
5 PERCENTAGE OF EARNINGS	-	-	-	-
6 EQUAL TO MAXIMUM UNEMPLOYMENT INSURANCE BENEFIT	-	-	-	-
7 VARIES ACCORDING TO EARNINGS	-	-	-	-
8 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	1	12.5	1500	7.3
9 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 12-13 LONG-TERM INCOME CONTINUANCE INSURANCE PLAN				
0 NO PROVISION	8	100.0	20475	100.0
1 PROVISION	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 12-14 EMPLOYER CONTRIBUTION TO LIFE INSURANCE PLAN				
0 NO PROVISION	-	-	-	-
1 100% OF PREMIUM	-	-	-	-
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	-	-	-	-
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	8	100.0	20475	100.0
9 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 12-15 AMOUNT OF LIFE INSURANCE BENEFITS				
0 NO PROVISION	-	-	-	-
1 $5,000 OR LESS	-	-	-	-
2 $5,001 TO $10,000	-	-	-	-
3 $10,001 TO $15,000	-	-	-	-
4 $15,001 TO $20,000	-	-	-	-
5 MORE THAN $20,000	-	-	-	-
6 VARIES ACCORDING TO EARNINGS	-	-	-	-
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	-	-	-	-
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	8	100.0	20475	100.0
9 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-16 EMPLOYER CONTRIBUTION TO ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	-	-	-	-
1 100% OF PREMIUM	-	-	-	-
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	-	-	-	-
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	8	100.0	20475	100.0
10 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 12-17 MAXIMUM AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	-	-	-	-
1 $5,000 OR LESS	-	-	-	-
2 $5,001 TO $10,000	-	-	-	-
3 $10,001 TO $15,000	-	-	-	-
4 $15,001 TO $20,000	-	-	-	-
5 MORE THAN $20,000	-	-	-	-
6 VARIES ACCORDING TO EARNINGS	-	-	-	-
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	-	-	-	-
8 HEALTH AND WELFARE FUND MENTIONED, BUT INDIVIDUAL BENEFITS NOT SPECIFIED	8	100.0	20475	100.0
9 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 12-18 EMPLOYER CONTRIBUTION TO DENTAL PLAN				
0 NO PROVISION	-	-	-	-
1 100% OF PREMIUM	-	-	-	-
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	-	-	-	-
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	8	100.0	20475	100.0
9 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 12-19 TYPE OF DENTAL WORK COVERED				
0 NO PROVISION	-	-	-	-
1 BASIC (A)	-	-	-	-
2 BASIC AND EXTENDED (A AND B)	-	-	-	-
3 BASIC AND ORTHODONTICS (A AND C)	-	-	-	-
4 BASIC AND EXTENDED AND ORTHODONTICS (A, B AND C)	-	-	-	-
5 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
6 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	8	100.0	20475	100.0
7 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 12-20 AVAILABILITY OF PENSION FUND				
0 NO PROVISION	-	-	-	-
1 PROVISION	8	100.0	20475	100.0
TOTAL	8	100.0	20475	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-21 ADMINISTRATION OF PENSION FUND				
0 NO PROVISION	2	25.0	1850	9.0
1 UNION	2	25.0	4925	24.1
2 MANAGEMENT	-	-	-	-
3 JOINT UNION MANAGEMENT ADMINISTRATION	2	25.0	3100	15.1
4 ADMINISTERED BY SEPARATE TRUSTEES	-	-	-	-
5 MUNICIPAL/PROVINCIAL GOVERNMENT	-	-	-	-
6 OTHER	2	25.0	10600	51.8
TOTAL	8	100.0	20475	100.0
FIELD 12-22 RETIREMENT AGE PRACTICES				
0 NO PROVISION	8	100.0	20475	100.0
1 PROVISION	-	-	-	-
TOTAL	8	100.0	20475	100.0

SECTION 13 - GRIEVANCE AND ARBITRATION PROCEDURES

FIELD 13-01 INITIAL PRESENTATION OF GRIEVANCE TO MANAGEMENT				
0 NO PROVISION	-	-	-	-
1 BY EMPLOYEE WITHOUT UNION REPRESENTATIVE PRESENT	-	-	-	-
2 BY EMPLOYEE WITH UNION REPRESENTATIVE	-	-	-	-
3 BY EMPLOYEE CHOICE OF WITH OR WITHOUT UNION REPRESENTATIVE	1	12.5	1500	7.3
4 BY UNION REPRESENTATIVE	5	62.5	17175	83.9
5 BY GRIEVANCE COMMITTEE	-	-	-	-
6 BY WRITTEN NOTICE	-	-	-	-
7 BY ONE OF SEVERAL ALTERNATIVE PROCEDURES	1	12.5	1600	7.8
8 OTHER	1	12.5	200	1.0
TOTAL	8	100.0	20475	100.0
FIELD 13-02 LENGTH OF TIME TO INITIATE GRIEVANCE				
0 NO PROVISION	1	12.5	600	2.9
1 72 HOURS OR LESS	-	-	-	-
2 FIVE DAYS	-	-	-	-
3 ONE WEEK	2	25.0	2850	13.9
4 TEN DAYS	-	-	-	-
5 TWO WEEKS	-	-	-	-
6 THREE WEEKS	-	-	-	-
7 ONE MONTH	3	37.5	10800	52.7
8 TWO MONTHS	-	-	-	-
9 VARIES BY TYPE OF GRIEVANCE	-	-	-	-
10 OTHER	2	25.0	6225	30.4
TOTAL	8	100.0	20475	100.0
FIELD 13-03 ACCELERATED PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES				
0 NO PROVISION	6	75.0	14250	69.6
1 PROVISION	2	25.0	6225	30.4
TOTAL	8	100.0	20475	100.0
FIELD 13-04 STATUS QUO ANTE IN DISCIPLINE CASES				
0 NO PROVISION	8	100.0	20475	100.0
1 PROVISION	-	-	-	-
TOTAL	8	100.0	20475	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 13-05 CLEARING AN EMPLOYEE RECORD IN DISCIPLINARY CASES				
0 NO PROVISION	8	100.0	20475	100.0
1 PROVISION	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 13-06 COMPENSATION BY EMPLOYER FOR GRIEVANCE WORK TO UNION REPRESENTATIVES				
0 NO PROVISION	8	100.0	20475	100.0
1 PROVISION	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 13-07 ARBITRATION				
0 AS REQUIRED BY LEGISLATION	-	-	-	-
1 SINGLE ARBITRATOR	-	-	-	-
2 PERMANENT UMPIRE (NAMED)	-	-	-	-
3 TRIPARTITE BOARD	8	100.0	20475	100.0
4 ARBITRATION COMMITTEE OF MORE THAN 3 PEOPLE	-	-	-	-
5 CHOICE OF ALTERNATIVES	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 13-08 OFFICER APPOINTMENT BY LABOUR RELATIONS BOARD UNDER SECTION 96 OF THE LABOUR CODE				
0 NOT PROHIBITED (OR NO MENTION)	7	87.5	17975	87.8
1 SPECIFICALLY PROHIBITED BY THE AGREEMENT	1	12.5	2500	12.2
TOTAL	8	100.0	20475	100.0
FIELD 13-09 REFERENCE TO SECTION 112 LABOUR CODE, SHARE OF COST OF GRIEVANCE RECOMMENDATIONS				
0 NO PROVISION	8	100.0	20475	100.0
1 PROVISION	-	-	-	-
TOTAL	8	100.0	20475	100.0

SECTION 14 - OCCUPATIONAL SAFETY AND HEALTH

FIELD 14-01 OCCUPATIONAL SAFETY AND HEALTH				
0 NO PROVISION	-	-	-	-
1 JOINT SAFETY COMMITTEE	8	100.0	20475	100.0
2 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 14-02 SAFETY COMMITTEE FUNCTIONS				
0 NO SAFETY COMMITTEE PROVISION	-	-	-	-
1 SAFETY COMMITTEE FUNCTIONS NOT SPECIFIED	7	87.5	18975	92.7
2 RIGHT TO CALL SPECIAL/EMERGENCY MEETINGS	-	-	-	-
3 RIGHT TO INITIATE ACTION OR RECOMMENDATIONS	-	-	-	-
4 RIGHT TO UNDERTAKE INSPECTIONS	-	-	-	-
5 COMBINATION OF 2 AND 3	-	-	-	-
6 COMBINATION OF 2 AND 4	-	-	-	-
7 COMBINATION OF 2, 3 AND 4	-	-	-	-
8 OTHER	1	12.5	1500	7.3
TOTAL	8	100.0	20475	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 14-03 PAY FOR TIME SPENT ON SAFETY COMMITTEE				
0 NO SAFETY COMMITTEE PROVISION	-	-	-	-
1 NO PROVISION FOR PAY OF SAFETY COMMITTEE	8	100.0	20475	100.0
2 PROVISION FOR PAY OF SAFETY COMMITTEE	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 14-04 SAFETY EQUIPMENT AND PROTECTIVE CLOTHING				
0 NO PROVISION	1	12.5	1600	7.8
1 EQUIPMENT SUPPLIED AT NO COST TO EMPLOYEE	6	75.0	18675	91.2
2 EQUIPMENT SUPPLIED AT SOME COST TO EMPLOYEE	1	12.5	200	1.0
3 MONETARY ALLOWANCE PROVIDED FOR PERCENTAGE OF EQUIPMENT, REPLACEMENT AT SOME COST	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 14-05 RIGHT TO REFUSE DANGEROUS WORKING CONDITIONS				
0 NO PROVISION	5	62.5	13950	68.1
1 PROVISION	3	37.5	6525	31.9
TOTAL	8	100.0	20475	100.0
FIELD 14-06 VIDEO DISPLAY TERMINALS				
0 NO PROVISION	8	100.0	20475	100.0
1 PREGNANT EMPLOYEES RIGHT TO BE REASSIGNED OR TAKE LEAVE OF ABSENCE	-	-	-	-
2 RESTRICTION ON HOURS/REST BREAKS	-	-	-	-
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 14-07 ALCOHOL AND DRUG REHABILITATION PROGRAM				
0 NO PROVISION	8	100.0	20475	100.0
1 PROVISION	-	-	-	-
TOTAL	8	100.0	20475	100.0

SECTION 15 - MISCELLANEOUS PROVISIONS

FIELD 15-01 LABOUR-MANAGEMENT COMMITTEE				
0 NO PROVISION	1	12.5	200	1.0
1 PROVISION	7	87.5	20275	99.0
TOTAL	8	100.0	20475	100.0
FIELD 15-02 SEXUAL HARASSMENT				
0 NO PROVISION	7	87.5	11475	56.0
1 POLICY STATEMENT ONLY	1	12.5	9000	44.0
2 POLICY AND/OR COMPLAINT PROCEDURE	-	-	-	-
3 MENTIONED BUT NOT SPECIFIED	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 15-03 DAY CARE FACILITIES FOR CHILDREN OF EMPLOYEES				
0 NO PROVISION	8	100.0	20475	100.0
1 PROVISION	-	-	-	-
TOTAL	8	100.0	20475	100.0

CONSTRUCTION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 15=04 JOB EVALUATION PLAN				
0 NO PROVISION	6	75.0	11125	54.3
1 PROVISION	2	25.0	9350	45.7
TOTAL	8	100.0	20475	100.0
FIELD 15=05 MOVING EXPENSES OR ALLOWANCE				
0 NO PROVISION	8	100.0	20475	100.0
1 PROVISION	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 15=06 WORK CLOTHING AND/OR UNIFORM ALLOWANCES				
0 NO PROVISION	8	100.0	20475	100.0
1 PROVISION	-	-	-	-
TOTAL	8	100.0	20475	100.0
FIELD 15=07 TOOL ALLOWANCE				
0 NO PROVISION	2	25.0	6225	30.4
1 PROVISION	6	75.0	14250	69.6
TOTAL	8	100.0	20475	100.0

PART I: e
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES

(26 agreements covering 32,775 employees)

SECTION 1 - GENERAL INFORMATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 1-01 PARTIES TO AGREEMENT				
0 SINGLE LOCAL - SINGLE EMPLOYER	22	84.6	26358	80.4
1 SINGLE LOCAL - MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	4	15.4	6417	19.6
2 MULTI-LOCAL (SAME UNION) AND SINGLE EMPLOYER	-	-	-	-
3 MULTI-LOCAL (SAME UNION) AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	-	-	-	-
4 MULTI-UNION AND SINGLE EMPLOYER	-	-	-	-
5 MULTI-UNION AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	-	-	-	-
TOTAL	26	100.0	32775	100.0
FIELD 1-02 SIZE OF BARGAINING UNIT				
0 UNDER 100 EMPLOYEES	1	3.8	70	0.2
1 100 - 199 EMPLOYEES	8	30.8	919	2.8
2 200 - 499 EMPLOYEES	5	19.2	1779	5.4
3 500 - 999 EMPLOYEES	6	23.1	4028	12.3
4 1000 - 4999 EMPLOYEES	5	19.2	14979	45.7
5 5000 - 9,999 EMPLOYEES	-	-	-	-
6 10,000 OR MORE EMPLOYEES	1	3.8	11000	33.6
TOTAL	26	100.0	32775	100.0
FIELD 1-03 JURISDICTION OF AGREEMENT				
0 PROVINCIAL	14	53.8	10557	32.2
1 FEDERAL	12	46.2	22218	67.8
TOTAL	26	100.0	32775	100.0
FIELD 1-04 SECTOR				
0 PRIVATE	18	69.2	23574	71.9
1 PUBLIC	8	30.8	9201	28.1
TOTAL	26	100.0	32775	100.0
FIELD 1-05 TERM OF AGREEMENT				
0 1 YEAR	1	3.8	105	0.3
1 MORE THAN 1 YEAR, LESS THAN 2	1	3.8	11000	33.6
2 2 YEARS	11	42.3	5479	16.7
3 MORE THAN 2 YEARS, LESS THAN 3	2	7.7	453	1.4
4 3 YEARS	8	30.8	7961	24.3
5 MORE THAN 3 YEARS	3	11.5	7777	23.7
6 OTHER	-	-	-	-
TOTAL	26	100.0	32775	100.0
FIELD 1-06 EXPIRY DATE OF AGREEMENT				
0 2ND HALF OF 1984	5	19.2	2344	7.2
1 1ST HALF OF 1985	6	23.1	13527	41.3
2 2ND HALF OF 1985	6	23.1	6277	19.2
3 1ST HALF OF 1986	3	11.5	4046	12.3
4 2ND HALF OF 1986	3	11.5	3119	9.5
5 1ST HALF OF 1987	3	11.5	3462	10.6
6 2ND HALF OF 1987	-	-	-	-
7 LATER THAN 1987	-	-	-	-
TOTAL	26	100.0	32775	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 1-07 GEOGRAPHICAL BREAKDOWN				
0 EAST AND WEST KOOTENAYS	-	-	-	-
1 OKANAGAN	-	-	-	-
2 SOUTHERN INTERIOR	-	-	-	-
3 LOWER COAST AND LOWER MAINLAND	8	30.8	11991	36.6
4 VANCOUVER ISLAND	1	3.8	110	0.3
5 CENTRAL INTERIOR	-	-	-	-
6 PEACE RIVER	-	-	-	-
7 NORTH WEST	-	-	-	-
8 TWO OR MORE REGIONS	11	42.3	18758	57.2
9 INTER-PROVINCIAL	6	23.1	1916	5.8
TOTAL	26	100.0	32775	100.0

SECTION 2 - MANAGEMENT RIGHTS AND UNION SECURITY

FIELD 2-01 MANAGEMENT RIGHTS CLAUSE				
0 NO PROVISION	14	53.8	25747	78.6
1 GENERAL STATEMENT OF MANAGEMENT RIGHTS	5	19.2	5151	15.7
2 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS WITH MANAGEMENT	2	7.7	1147	3.5
3 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS NOT SPECIFIED	5	19.2	730	2.2
4 OTHER	-	-	-	-
TOTAL	26	100.0	32775	100.0
FIELD 2-02 CONTRACTING OUT				
0 NO PROVISION	12	46.2	10637	32.5
1 CONTRACTING OUT RESTRICTED TO OTHER UNION EMPLOYEES	1	3.8	850	2.6
2 CONTRACTING OUT RESTRICTED - NO DISPLACEMENT OF PRESENT EMPLOYEES	3	11.5	1033	3.2
3 CONTRACTING OUT RESTRICTED - PAYMENT OF UNION WAGE RATE REQUIRED	1	3.8	2677	8.2
4 CONTRACTING OUT RESTRICTED - COMBINATION OF 1, 2, AND/OR 3	2	7.7	13169	40.2
5 CONTRACTING OUT PROHIBITED ENTIRELY	1	3.8	110	0.3
6 OTHER	6	23.1	4299	13.1
TOTAL	26	100.0	32775	100.0
FIELD 2-03 UNION SECURITY CLAUSE				
0 NO PROVISION	5	19.2	2777	8.5
1 CLOSED SHOP	3	11.5	5371	16.4
2 UNION SHOP	10	38.5	19581	59.7
3 MODIFIED UNION SHOP (COMPULSORY MEMBERSHIP FOR NEW EMPLOYEES)	3	11.5	2746	8.4
4 MAINTENANCE OF MEMBERSHIP	-	-	-	-
5 RAND FORMULA	1	3.8	1870	5.7
6 OTHER	4	15.4	430	1.3
TOTAL	26	100.0	32775	100.0
FIELD 2-04 AUTHORIZATION OF DUES CHECK-OFF				
0 NO PROVISION	1	3.8	743	2.3
1 VOLUNTARY	-	-	-	-
2 COMPULSORY FOR ALL EMPLOYEES (ALL EMPLOYEES MUST BE UNION MEMBERS)	13	50.0	24952	76.1
3 COMPULSORY FOR ALL EMPLOYEES (NOT ALL EMPLOYEES MUST BE UNION MEMBERS)	5	19.2	4716	14.4
4 COMPULSORY FOR ALL EMPLOYEES (UNION MEMBERSHIP UNSPECIFIED)	7	26.9	2364	7.2
5 COMPULSORY FOR UNION MEMEBBERS ONLY	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	26	100.0	32775	100.0

FIELD 2-05 RIGHT TO REFUSE TO CROSS PICKET LINES. HANDLE HOT CARGOES. ETC.

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	12	46.2	11559	35.3
1 CROSS PICKET LINES	10	38.5	19442	59.3
2 HOT CARGOES	-	-	-	-
3 NON-UNION WORKERS	-	-	-	-
4 COMBINATION OF 1. 2. AND/OR 3	4	15.4	1774	5.4
5 OTHER	-	-	-	-
TOTAL	26	100.0	32775	100.0

SECTION 3 - SENIORITY

FIELD 3-01 SENIORITY UNIT

0 NO PROVISION	1	3.8	5000	15.3
1 UNION HIRING HALL	1	3.8	680	2.1
2 EMPLOYER (PLANT. BARGAINING UNIT)	12	46.2	3683	11.2
3 DEPARTMENT (BRANCH. DIVISION)	-	-	-	-
4 CRAFT (OCCUPATION)	-	-	-	-
5 EMPLOYER AND DEPARTMENT	5	19.2	13977	42.6
6 EMPLOYER AND CRAFT	3	11.5	4889	14.9
7 COMBINATION OF THE ABOVE	3	11.5	1283	3.9
8 OTHER	1	3.8	3263	10.0
TOTAL	26	100.0	32775	100.0

FIELD 3-02 LENGTH OF PROBATIONARY PERIOD

0 NO PROVISION	3	11.5	5780	17.6
1 ONE CALENDAR MONTH	1	3.8	144	0.4
2 TWO CALENDAR MONTHS	-	-	-	-
3 THREE CALENDAR MONTHS	6	23.1	15190	46.3
4 SIX CALENDAR MONTHS	6	23.1	4619	14.1
5 THIRTY WORKING DAYS	-	-	-	-
6 FORTY-FIVE WORKING DAYS	2	7.7	401	1.2
7 SIXTY WORKING DAYS	-	-	-	-
8 240 WORKING DAYS	-	-	-	-
9 OTHER	8	30.8	6641	20.3
TOTAL	26	100.0	32775	100.0

FIELD 3-03 SENIORITY DETERMINING PROMOTION

0 NO PROVISION	5	19.2	8623	26.3
1 STRAIGHT SENIORITY	-	-	-	-
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	11	42.3	16622	50.7
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	4	15.4	3054	9.3
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	4	15.4	3714	11.3
5 OTHER	2	7.7	762	2.3
TOTAL	26	100.0	32775	100.0

FIELD 3-04 SENIORITY DETERMINING LAYOFF

0 NO PROVISION	3	11.5	5873	17.9
1 STRAIGHT SENIORITY	3	11.5	943	2.9
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	17	65.4	22303	68.0
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	-	-	-	-
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	2	7.7	3144	9.6
5 OTHER	1	3.8	512	1.6
TOTAL	26	100.0	32775	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 3-05 NOTICE OF LAYOFF OR PAY IN LIEU OF NOTICE				
0 NO PROVISION	9	34.6	8416	25.7
1 LESS THAN 24 HOURS	-	-	-	-
2 24 HOURS TO 48 HOURS	2	7.7	1193	3.6
3 72 HOURS	-	-	-	-
4 ONE WEEK	-	-	-	-
5 TWO WEEKS	4	15.4	2437	7.4
6 ONE MONTH	2	7.7	558	1.7
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	4	15.4	6044	18.4
8 NOTICE MENTIONED, LENGTH NOT SPECIFIED	-	-	-	-
9 OTHER	5	19.2	14127	43.1
TOTAL	26	100.0	32775	100.0
FIELD 3-06 RECALL PROCEDURE				
0 NO PROVISION	2	7.7	5130	15.7
1 STRAIGHT SENIORITY	5	19.2	4288	13.1
2 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	13	50.0	18180	55.5
3 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE EQUAL	1	3.8	660	2.1
4 SENIORITY CONSIDERED WITH OTHER FACTORS	3	11.5	3644	11.1
5 UNION HIRING HALL REFERRAL	-	-	-	-
6 OTHER	2	7.7	853	2.6
TOTAL	26	100.0	32775	100.0
FIELD 3-07 LOSS OF SENIORITY RECALL RIGHTS				
0 NO PROVISION	6	23.1	6253	19.1
1 FAILURE TO REPORT WHEN NOTIFIED	3	11.5	675	2.1
2 AFTER A SPECIFIED PERIOD OFF WORK	2	7.7	5432	16.6
3 EITHER FAILURE TO REPORT OR AFTER A SPECIFIC PERIOD OFF WORK	15	57.7	20413	62.3
TOTAL	26	100.0	32775	100.0
FIELD 3-08 RETENTION OF SENIORITY DURING LAYOFF				
0 NO PROVISION	5	19.2	5800	17.7
1 LESS THAN SIX MONTHS	1	3.8	467	1.4
2 SIX MONTHS	-	-	-	-
3 SEVEN TO TWELVE MONTHS	-	-	-	-
4 TWELVE MONTHS	6	23.1	3233	9.9
5 MORE THAN TWELVE MONTHS UP TO AND INCLUDING TWENTY-FOUR MONTHS	5	19.2	3886	11.9
6 MORE THAN TWENTY-FOUR MONTHS	3	11.5	1934	5.9
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	3	11.5	3092	9.4
8 NOT SPECIFIED OR INDEFINITE	1	3.8	3263	10.0
9 SENIORITY LOST ON LAYOFF	-	-	-	-
10 OTHER	2	7.7	11100	33.9
TOTAL	26	100.0	32775	100.0
FIELD 3-09 RETENTION OF SENIORITY DURING ILLNESS OR INJURY				
0 NO PROVISION	18	69.2	25125	76.7
1 UP TO 1 YEAR	1	3.8	1870	5.7
2 12 - 24 MONTHS	1	3.8	850	2.6
3 MORE THAN 24 MONTHS	2	7.7	1191	3.6
4 VARIES BY TYPE OF INCAPACITATION	-	-	-	-
5 OTHER	4	15.4	3739	11.4
TOTAL	26	100.0	32775	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 3-10 SENIORITY ON TRANSFER FROM BARGAINING UNIT				
0 NO PROVISION	15	57.7	26842	81.9
1 SENIORITY LOST ON TRANSFER	-	-	-	-
2 SENIORITY RETAINED FOR SPECIFIED PERIOD ONLY	8	30.8	5233	16.0
3 SENIORITY RETAINED INDEFINITELY	-	-	-	-
4 VARIES DEPENDING ON CIRCUMSTANCE OF TRANSFER	-	-	-	-
5 OTHER	3	11.5	700	2.1
TOTAL	26	100.0	32775	100.0
FIELD 3-11 SUPER SENIORITY (SPECIAL SENIORITY) ON LAY-OFFS, ETC.				
0 NO PROVISION	24	92.3	21308	65.0
1 FOR UNION OFFICIALS	-	-	-	-
2 SPECIAL SKILLS, APPRENTICES	2	7.7	11467	35.0
3 COMBINATION OF ALTERNATIVES	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	26	100.0	32775	100.0

SECTION 4 - JOB OPPORTUNITY AND PROTECTION

FIELD 4-01 JOB POSTING				
0 NO PROVISION	5	19.2	7171	21.9
1 PROVISION	21	80.8	25604	78.1
TOTAL	26	100.0	32775	100.0
FIELD 4-02 PREFERRED EMPLOYMENT FOR OLDER OR DISABLED WORKERS (EXISTING EMPLOYEES)				
0 NO PROVISION	19	73.1	28626	87.3
1 OLDER WORKERS	1	3.8	1870	5.7
2 DISABLED WORKERS	2	7.7	487	1.5
3 COMBINATION OF BOTH OLDER AND DISABLED WORKERS	4	15.4	1792	5.5
TOTAL	26	100.0	32775	100.0
FIELD 4-03 LIMITATION OF PART-TIME WORKERS, TRAINEES				
0 NO PROVISION	23	88.5	31589	96.4
1 PROVISION	3	11.5	1186	3.6
TOTAL	26	100.0	32775	100.0
FIELD 4-04 TRAINING OR RETRAINING (OTHER THAN TECHNOLOGICAL CHANGE)				
0 NO PROVISION	6	23.1	1648	5.0
1 APPRENTICESHIP	3	11.5	374	1.1
2 COMPANY PROVIDES ON-THE-JOB TRAINING EXPERIENCES	3	11.5	5810	17.7
3 COMPANY SPONSORS OFF-PREMISES TRAINING PROGRAMS	2	7.7	11110	33.9
4 1 AND 2	4	15.4	3220	9.8
5 1 AND 3	-	-	-	-
6 2 AND 3	3	11.5	4454	13.6
7 1, 2 AND 3	-	-	-	-
8 TRAINING AT EMPLOYEE INITIATION - COMPANY MAY OR MAY NOT REIMBURSE	1	3.8	2677	8.2
9 LABOUR AND MANAGEMENT TRAINING PROGRAM	-	-	-	-
10 OTHER	4	15.4	3482	10.6
TOTAL	26	100.0	32775	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 4-05 JOURNEYMAN-APPRENTICE RATIO				
0 NO PROVISION	20	76.9	18411	56.2
1 MAXIMUM 1 APPRENTICE FOR EACH JOURNEYMAN	-	-	-	-
2 MAXIMUM 1 APPRENTICE FOR EACH 2 JOURNEYMEN	1	3.8	101	0.3
3 MAXIMUM 1 APPRENTICE FOR EACH 3 JOURNEYMEN	1	3.8	144	0.4
4 MAXIMUM 1 APPRENTICE FOR EACH 4 JOURNEYMEN	1	3.8	11000	33.6
5 MAXIMUM 1 APPRENTICE FOR EACH 5 JOURNEYMEN	2	7.7	951	2.9
6 MAXIMUM 1 APPRENTICE FOR EACH 6 OR MORE JOURNEYMEN	-	-	-	-
7 NOT SPECIFIED	1	3.8	2169	6.6
TOTAL	26	100.0	32775	100.0
FIELD 4-06 DISTRIBUTION OF WORK DURING SLACK PERIODS/ WORK SHARING				
0 NO PROVISION	25	96.2	32263	98.4
1 REDUCTION IN NORMAL HOURS OF WORK	-	-	-	-
2 CHANGE IN TYPE OF WORK	1	3.8	512	1.6
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	26	100.0	32775	100.0
FIELD 4-07 RATE ON TEMPORARY REASSIGNMENT				
0 NO PROVISION	9	34.6	8603	26.2
1 REGULAR RATE OF EMPLOYEE	-	-	-	-
2 RATE OF TEMPORARY JOB OR REGULAR JOB - WHICHEVER IS GREATER	14	53.8	20526	62.6
3 RATE OF TEMPORARY JOB	1	3.8	271	0.8
4 OTHER	2	7.7	3373	10.3
TOTAL	26	100.0	32775	100.0
FIELD 4-08 GUARANTEED EMPLOYMENT OR EARNINGS				
0 NO PROVISION	20	76.9	30602	93.4
1 DAILY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
2 WEEKLY GUARANTEE FOR SOME OR ALL EMPLOYEES	3	11.5	515	1.6
3 MONTHLY GUARANTEE FOR SOME OR ALL EMPLOYEES	1	3.8	743	2.3
4 ANNUAL GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
5 OTHER	2	7.7	915	2.8
TOTAL	26	100.0	32775	100.0
FIELD 4-09 MOONLIGHTING				
0 NO PROVISION	19	73.1	28175	86.0
1 PROHIBITED	1	3.8	446	1.4
2 PERMITTED - WITH RESTRICTIONS	5	19.2	3302	10.1
3 PERMITTED - WITHOUT RESTRICTIONS	-	-	-	-
4 OTHER	1	3.8	850	2.6
TOTAL	26	100.0	32775	100.0
FIELD 4-10 CLASSIFICATION OF NEWLY-CREATED JOBS				
0 NO PROVISION	18	69.2	17349	52.9
1 UNION-MANAGEMENT CONSULTATION ONLY	3	11.5	548	1.7
2 ARBITRATION IF CONSULTATION FAILS	5	19.2	14878	45.4
3 OTHER	-	-	-	-
TOTAL	26	100.0	32775	100.0

SECTION 5 - TECHNOLOGICAL CHANGE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 5-01 TECHNOLOGICAL CHANGE: ADVANCE NOTICE TO UNION				
0 NO PROVISION	13	50.0	10469	32.0
1 LESS THAN THREE MONTHS	3	11.5	11783	36.0
2 THREE MONTHS	4	15.4	3998	12.2
3 SIX MONTHS	2	7.7	215	0.7
4 MORE THAN SIX MONTHS	-	-	-	-
5 NOTICE MENTIONED - TIME NOT SPECIFIED	2	7.7	3513	10.7
6 OTHER	2	7.7	2777	8.5
TOTAL	26	100.0	32775	100.0
FIELD 5-02 CONSULTATION IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	17	65.4	13361	40.8
1 CONSULTATION VIA SPECIAL LABOUR-MANAGEMENT COMMITTEE	2	7.7	11512	35.1
2 CONSULTATION - DETAILS UNSPECIFIED	5	19.2	4534	13.8
3 OTHER	2	7.7	3368	10.3
TOTAL	26	100.0	32775	100.0
FIELD 5-03 ARBITRATION OF TECHNOLOGICAL CHANGE DISPUTE				
0 NO PROVISION	22	84.6	28743	87.7
1 PROVISION	4	15.4	4032	12.3
TOTAL	26	100.0	32775	100.0
FIELD 5-04 TECHNOLOGICAL CHANGE: EMPLOYMENT SECURITY				
0 NO PROVISION	12	46.2	11404	34.8
1 STRAIGHT LAYOFF	-	-	-	-
2 LAYOFF WITH SEVERANCE PAY OR S.U.B.	8	30.8	6181	18.9
3 WORK FORCE REDUCED THROUGH ATTRITION OR EARLY RETIREMENT	1	3.8	467	1.4
4 SOME FORM OF WAGE OR EMPLOYMENT GUARANTEE (OTHER THAN S.U.B./SEVERANCE)	-	-	-	-
5 COMBINATION	3	11.5	460	1.4
6 NO REDUCTION IN TOTAL NUMBER OF EMPLOYEES	-	-	-	-
7 OTHER	2	7.7	14263	43.5
TOTAL	26	100.0	32775	100.0
FIELD 5-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE PAY				
0 NO PROVISION	17	65.4	26349	80.4
1 LESS THAN ONE YEAR	1	3.8	250	0.8
2 ONE YEAR	5	19.2	4241	12.9
3 TWO YEARS	1	3.8	680	2.1
4 THREE YEARS	1	3.8	743	2.3
5 FOUR YEARS	-	-	-	-
6 FIVE YEARS	1	3.8	512	1.6
7 TEN YEARS	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	26	100.0	32775	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 5-06 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	16	61.5	26244	80.1
1 ONE WEEK'S PAY PER YEAR OF SERVICE	5	19.2	4410	13.5
2 ONE WEEKS'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	2	7.7	785	2.4
3 VARIES ACCORDING TO LENGTH OF SERVICE	1	3.8	250	0.8
4 FLAT AMOUNT (E.G. $50/YEAR OR $500 ON TERMINATION, ETC.)	-	-	-	-
5 OTHER	2	7.7	1086	3.3
TOTAL	26	100.0	32775	100.0
FIELD 5-07 MAXIMUM AMOUNT OF SEVERANCE PAY				
0 NO PROVISION	20	76.9	30533	93.2
1 LESS THAN 20 WEEKS' PAY	2	7.7	371	1.1
2 20 - 25 WEEKS' PAY	-	-	-	-
3 26 - 29 WEEKS' PAY	1	3.8	105	0.3
4 30 - 51 WEEKS' PAY	1	3.8	680	2.1
5 52 WEEK'S PAY OR MORE	-	-	-	-
6 NO MAXIMUM	2	7.7	1086	3.3
7 OTHER	-	-	-	-
TOTAL	26	100.0	32775	100.0
FIELD 5-08 TECHNOLOGICAL CHANGE: NOTICE OF PERMANENT LAYOFF				
0 NO PROVISION	23	88.5	18241	55.7
1 LESS THAN THREE MONTHS	1	3.8	271	0.8
2 THREE MONTHS OR MORE, LESS THAN SIX MONTHS	-	-	-	-
3 SIX MONTHS OR MORE, LESS THAN ONE YEAR	-	-	-	-
4 MENTIONED, NOT SPECIFIED	-	-	-	-
5 BY LENGTH OF SERVICE	1	3.8	3263	10.0
6 OTHER	1	3.8	11000	33.6
TOTAL	26	100.0	32775	100.0
FIELD 5-09 OPTIONS FOR EMPLOYEES RETAINED				
0 NO PROVISION	14	53.8	6342	19.4
1 OPPORTUNITY TO BE TRAINED OR RETRAINED	4	15.4	3057	9.3
2 MAINTENANCE OF CURRENT WAGE RATE IF REQUIRED TO MOVE TO LOWER GRADED JOB	-	-	-	-
3 GUARANTEE OF ONLY SLIGHTLY LOWER PAY IF MOVED TO LOWER GRADED JOB	-	-	-	-
4 TRANSFER ALLOWANCE AND/OR PROGRAM	-	-	-	-
5 COMBINATION OF ABOVE ALTERNATIVES	7	26.9	23276	71.0
6 OTHER	1	3.8	100	0.3
TOTAL	26	100.0	32775	100.0
FIELD 5-10 TRAINING IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	14	53.8	6342	19.4
1 COMPANY PROGRAM	6	23.1	6565	20.0
2 UNION PROGRAM OR JOINT COMPANY-UNION PROGRAM	-	-	-	-
3 COMPANY-UNION PROGRAM IN CONJUNCTION WITH PROVINCIAL AND/OR FEDERAL GOVERNMENT	1	3.8	105	0.3
4 TRAINING OR RETRAINING MENTIONED BUT NOT SPECIFIED	4	15.4	8763	26.7
5 OTHER	1	3.8	11000	33.6
TOTAL	26	100.0	32775	100.0
FIELD 5-11 TECHNOLOGICAL CHANGE: REOPENER				
0 NO PROVISION	26	100.0	32775	100.0
1 PROVISION	-	-	-	-
TOTAL	26	100.0	32775	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 5-12 TECHNOLOGICAL CHANGE: RELOCATON ALLOWANCE				
0 NO PROVISION	24	92.3	28769	87.8
1 EMPLOYER PAYS FULL COST	1	3.8	3263	10.0
2 EMPLOYER PAYS PERCENTAGE OF COST	1	3.8	743	2.3
3 EMPLOYER PAYS PERCENTAGE OF COST, BUT MAXIMUM NOT SPECIFIED	-	-	-	-
4 FLAT AMOUNT	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	26	100.0	32775	100.0

SECTION 6 - COMPENSATION PRACTICES AND RELATED PROVISIONS

FIELD 6-01 FREQUENCY OF DEFERRED WAGE INCREASES				
0 NO WAGE ADJUSTMENTS DEFERRED DURING LIFE OF AGREEMENT	4	15.4	435	1.3
1 WAGE ADJUSTMENT EVERY SIX MONTHS	2	7.7	2821	8.6
2 WAGE ADJUSTMENT YEARLY	11	42.3	11636	35.5
3 IRREGULARLY SCHEDULED WAGE INCREASES	9	34.6	17883	54.6
4 VARIES FOR DIFFERENT CATEGORIES OF WORKERS	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	26	100.0	32775	100.0
FIELD 6-02 OTHER WAGE ADJUSTMENTS				
0 NO PROVISION	25	96.2	32504	99.2
1 DATE SPECIFIED, AMOUNT DETERMINED LATER	-	-	-	-
2 REOPENER CLAUSE - MUTUAL CONSENT REQUIRED	-	-	-	-
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	1	3.8	271	0.8
TOTAL	26	100.0	32775	100.0
FIELD 6-03 SEVERANCE PAY				
0 NO PROVISION	10	38.5	17246	52.6
1 SEVERANCE PAY PLAN	13	50.0	11708	35.7
2 LAYOFF BENEFITS PLAN	-	-	-	-
3 SEVERANCE PAY AND LAYOFF BENEFITS PLAN	-	-	-	-
4 PLAN EXISTS: NO DETAILS	1	3.8	110	0.3
5 OTHER	2	7.7	3711	11.3
TOTAL	26	100.0	32775	100.0
FIELD 6-04 SUPPLEMENTARY UNEMPLOYMENT BENEFITS				
0 NO PROVISION	26	100.0	32775	100.0
1 PROVISION	-	-	-	-
TOTAL	26	100.0	32775	100.0
FIELD 6-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE BENEFITS				
0 NO PROVISION	15	57.7	23667	72.2
1 LESS THAN ONE YEAR	1	3.8	250	0.8
2 ONE YEAR	7	26.9	6923	21.1
3 TWO YEARS	1	3.8	680	2.1
4 THREE YEARS	1	3.8	743	2.3
5 FIVE YEARS	1	3.8	512	1.6
6 TEN YEARS	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	26	100.0	32775	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 6-06 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	12	46.2	20619	62.9
1 ONE DAY'S PAY PER YEAR OF SERVICE	-	-	-	-
2 ONE WEEK'S PAY PER YEAR OF SERVICE	5	19.2	4003	12.2
3 ONE WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	1	3.8	680	2.1
4 VARIES ACCORDING TO LENGTH OF SERVICE	4	15.4	3370	10.3
5 FLAT AMOUNT (E.G. LUMP SUM ON TERMINATION)	-	-	-	-
6 OTHER	4	15.4	4103	12.5
TOTAL	26	100.0	32775	100.0
FIELD 6-07 MAXIMUM ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	15	57.7	22231	67.8
1 LESS THAN 20 WEEKS' PAY	3	11.5	3048	9.3
2 20 WEEKS' PAY	3	11.5	2713	8.3
3 21 - 25 WEEKS' PAY	-	-	-	-
4 26 - 29 WEEKS' PAY	1	3.8	2169	6.6
5 30 - 52 WEEKS' PAY	-	-	-	-
6 NO MAXIMUM	1	3.8	743	2.3
7 OTHER	3	11.5	1871	5.7
TOTAL	26	100.0	32775	100.0
FIELD 6-08 COLA				
0 NO PROVISION	25	96.2	32504	99.2
1 PROVISION EXISTS AND IS EFFECTIVE DURING AGREEMENT	1	3.8	271	0.8
2 PROVISION EXISTS AND IS TO BE IMPLEMENTED AT A LATER DATE	-	-	-	-
TOTAL	26	100.0	32775	100.0
FIELD 6-09 COLA: FREQUENCY				
0 NO PROVISION	25	96.2	32504	99.2
1 AUTOMATIC MONTHLY ADJUSTMENT	1	3.8	271	0.8
2 AUTOMATIC QUARTERLY ADJUSTMENT	-	-	-	-
3 AUTOMATIC SEMI-ANNUALLY ADJUSTMENT	-	-	-	-
4 AUTOMATIC ANNUAL ADJUSTMENT	-	-	-	-
5 IN LINE WITH CONTRACT WAGE AGREEMENTS	-	-	-	-
6 ADJUSTED DURING TERM OF AGREEMENT	-	-	-	-
7 REVIEW AT IRREGULAR INTERVALS	-	-	-	-
8 CANNOT DETERMINE	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	26	100.0	32775	100.0

SECTION 7 - REGULAR HOURS AND DAYS OF WORK

FIELD 7-01 NORMAL DAILY WORK HOURS - NON OFFICE EMPLOYEES				
0 NO PROVISION			100	0.4
1 LESS THAN SEVEN HOURS			-	-
2 SEVEN HOURS			-	-
3 7 1/4 HOURS			-	-
4 7 1/2 HOURS			12471	50.3
5 7 3/4 HOURS			-	-
6 EIGHT HOURS			7689	31.8
7 MORE THAN EIGHT HOURS			100	0.4
8 FLEXIBLE WORK HOURS			-	-
9 OTHER			4247	17.1
TOTAL			24807	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-02 NORMAL DAILY WORK HOURS - OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 LESS THAN SEVEN HOURS			-	-
2 SEVEN HOURS			3513	44.1
3 7 1/4 HOURS			-	-
4 7 1/2 HOURS			4182	52.5
5 7 3/4 HOURS			-	-
6 EIGHT HOURS			60	0.8
7 MORE THAN EIGHT HOURS			-	-
8 FLEXIBLE WORK HOURS			-	-
9 OTHER			213	2.7
TOTAL			7968	100.0
FIELD 7-03 NORMAL WEEKLY WORK DAYS - NON OFFICE EMPLOYEES				
0 NO PROVISION			5500	22.2
1 THREE DAYS			-	-
2 FOUR DAYS			100	0.4
3 FIVE DAYS			14960	60.3
4 VARIES BY SEASON, LOCATION, ETC.			-	-
5 NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)			-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			1976	8.0
7 OTHER			2271	9.2
TOTAL			24807	100.0
FIELD 7-04 NORMAL WEEKLY WORK DAYS - OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 THREE DAYS			-	-
2 FOUR DAYS			-	-
3 FIVE DAYS			7775	97.6
4 VARIES BY SEASON, LOCATION, ETC.			-	-
5 NO STANDARD WEEKLY WORK DAYS			-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			-	-
7 OTHER			193	2.4
TOTAL			7968	100.0
FIELD 7-05 NORMAL WEEKLY WORK HOURS - NON OFFICE EMPLOYEES				
0 NO PROVISION			100	0.4
1 LESS THAN 35 HOURS			-	-
2 35 HOURS			-	-
3 37 1/2 HOURS			12471	50.3
4 40 HOURS			7969	32.2
5 MORE THAN 40 HOURS			-	-
6 OTHER			4247	17.1
TOTAL			24807	100.0
FIELD 7-06 NORMAL WEEKLY WORK HOURS - OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 LESS THAN 35 HOURS			-	-
2 35 HOURS			3513	44.1
3 37 1/2 HOURS			4182	52.5
4 40 HOURS			60	0.8
5 MORE THAN 40 HOURS			-	-
6 OTHER			213	2.7
TOTAL			7968	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-07 DAYS OFF PER WEEK				
0 NO PROVISION	2	7.7	5500	16.8
1 TWO DAYS (CONSECUTIVE)	13	50.0	19416	59.2
2 TWO DAYS (NOT CONSECUTIVE)	-	-	-	-
3 THREE DAYS (CONSECUTIVE)	-	-	-	-
4 THREE DAYS (NOT CONSECUTIVE)	1	3.8	100	0.3
5 FOUR DAYS	-	-	-	-
6 VARIED FOR CONTINUOUS OR NON-CONTINUOUS OPERATIONS	2	7.7	2636	8.0
7 OTHER	8	30.8	5123	15.6
TOTAL	26	100.0	32775	100.0
FIELD 7-08 REPORTING PAY - WORK NOT COMMENCED				
0 LEGISLATION (2 HOURS' PAY)	19	73.1	28564	87.2
1 THREE HOURS' PAY	-	-	-	-
2 FOUR HOURS' PAY	4	15.4	2750	8.4
3 FULL SHIFT'S PAY	3	11.5	1461	4.5
4 OTHER	-	-	-	-
TOTAL	26	100.0	32775	100.0
FIELD 7-09 REPORTING PAY - WORK HAS COMMENCED				
0 LEGISLATION (4 HOURS' PAY)	23	88.5	31314	95.5
1 MORE THAN FOUR HOURS' PAY BUT LESS THAN A FULL SHIFT'S PAY	-	-	-	-
2 FULL SHIFT'S PAY	3	11.5	1461	4.5
3 OTHER	-	-	-	-
TOTAL	26	100.0	32775	100.0
FIELD 7-10 PAID REST PERIODS				
0 NO PROVISION	12	46.2	12019	36.7
1 TWO FOR A TOTAL OF 20 MINUTES	3	11.5	2653	8.1
2 TWO FOR A TOTAL OF 30 MINUTES	8	30.8	14433	44.0
3 TWO FOR A TOTAL OF 40 MINUTES	-	-	-	-
4 VARIES WITH DIFFERENT CATEGORIES OF EMPLOYEES	-	-	-	-
5 REST PERIOD MENTIONED BUT NOT SPECIFIED	2	7.7	993	3.0
6 OTHER	1	3.8	2677	8.2
TOTAL	26	100.0	32775	100.0
FIELD 7-11 NOTICE OF CHANGE IN HOURS, DAYS, SHIFTS, ETC.				
0 NO PROVISION	12	46.2	22751	69.4
1 LESS THAN ONE DAY (24 HOURS)	1	3.8	110	0.3
2 ONE DAY (24 HOURS)	1	3.8	100	0.3
3 MORE THAN ONE DAY LESS THAN THREE	3	11.5	450	1.4
4 THREE DAYS TO LESS THAN SEVEN	7	26.9	5996	18.3
5 SEVEN TO FOURTEEN DAYS	2	7.7	3366	10.3
6 MORE THAN FOURTEEN DAYS	-	-	-	-
7 NOTICE MENTIONED BUT NOT SPECIFIED	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	26	100.0	32775	100.0
FIELD 7-12 PORTAL-TO-PORTAL				
0 NO PROVISION	24	92.3	31962	97.5
1 PROVISION	2	7.7	813	2.5
TOTAL	26	100.0	32775	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-13 PAID WASH, CLEAN UP, OR CLOTHES CHANGING PERIODS				
0 NO PROVISION	23	88.5	27656	84.4
1 PROVISION	3	11.5	5117	15.6
TOTAL	26	100.0	32775	100.0
FIELD 7-14 FLEXIBLE STARTING/QUITTING HOURS				
0 NO PROVISION	22	84.6	26350	80.4
1 PROVISION	4	15.4	6425	19.6
TOTAL	26	100.0	32775	100.0
FIELD 7-15 COMPRESSED WORK WEEK				
0 NO PROVISION	19	73.1	25645	78.2
1 THREE DAY WEEK IN PROGRESS	-	-	-	-
2 FOUR DAY WEEK IN PROGRESS	1	3.8	100	0.3
3 ALTERNATING 4, 5, IN PROGRESS	-	-	-	-
4 TO COMMENCE DURING TERM OF AGREEMENT	-	-	-	-
5 UNDER STUDY	2	7.7	993	3.0
6 OTHER	4	15.4	6037	18.4
TOTAL	26	100.0	32775	100.0

SECTION 8 - OVERTIME AND PREMIUM PAY

FIELD 8-01 OVERTIME RATE AFTER NORMAL DAILY WORK HOURS				
0 1 1/2 X	3	11.5	667	2.0
1 1 1/2 X FOR ONE HOUR, THEN 2 X	3	11.5	8513	26.0
2 1 1/2 X FOR TWO HOURS, THEN 2 X	7	26.9	14471	44.2
3 1 1/2 X FOR THREE HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	2	7.7	610	1.9
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	-	-	-	-
6 2 X	7	26.9	4516	13.8
7 OTHER	4	15.4	3996	12.2
TOTAL	26	100.0	32775	100.0
FIELD 8-02 OVERTIME RATE AFTER NORMAL WEEKLY WORK HOURS				
0 1 1/2 X	9	34.6	4517	13.8
1 1 1/2 X FOR ONE HOUR, THEN 2 X	2	7.7	8263	25.2
2 1 1/2 X FOR TWO HOURS, THEN 2 X	2	7.7	11100	33.9
3 1 1/2 X FOR THREE HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	1	3.8	110	0.3
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	-	-	-	-
6 2 X	7	26.9	4516	13.8
7 OTHER	5	19.2	4269	13.0
TOTAL	26	100.0	32775	100.0
FIELD 8-03 OVERTIME RATE ON SIXTH DAY (OR FIRST DAY NOT NORMALLY WORKED)				
0 NO PROVISION	4	15.4	1083	3.3
1 1 1/2 X	3	11.5	700	2.1
2 1 1/2 X FOR ONE HOUR, THEN 2 X	1	3.8	5000	15.3
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR THREE HOURS, THEN 2 X	1	3.8	100	0.3
5 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
6 2 X	11	42.3	19540	59.6
7 OTHER	6	23.1	6352	19.4
TOTAL	26	100.0	32775	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-04 OVERTIME RATE ON SEVENTH DAY (OR SECOND DAY NOT NORMALLY WORKED)				
0 NO PROVISION	4	15.4	1083	3.3
1 1 1/2 X	3	11.5	5200	15.9
2 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	14	53.8	21814	66.6
6 3 X	1	3.8	467	1.4
7 OVERTIME RATE TIMES SUNDAY PREMIUM RATE (E.G. 1 1/2 X 1 1/2 X)	-	-	-	-
8 OTHER	4	15.4	4211	12.8
TOTAL	26	100.0	32775	100.0
FIELD 8-05 OVERTIME COMPENSATION				
0 NO PROVISION	7	26.9	6621	20.2
1 PAY ONLY	6	23.1	4168	12.7
2 FULL COMPENSATORY TIME OFF	-	-	-	-
3 CHOICE OF PAY OR COMPENSATORY TIME OFF	13	50.0	21986	67.1
4 OTHER	-	-	-	-
TOTAL	26	100.0	32775	100.0
FIELD 8-06 RIGHT TO REFUSE OVERTIME				
0 NO PROVISION	15	57.7	24933	76.1
1 RIGHT TO REFUSE	9	34.6	5563	17.0
2 NO RIGHT TO REFUSE	-	-	-	-
3 OVERTIME COMPULSORY IN CASES OF EMERGENCY	2	7.7	2279	7.0
4 OTHER	-	-	-	-
TOTAL	26	100.0	32775	100.0
FIELD 8-07 DISTRIBUTION OF OVERTIME				
0 NO PROVISION	14	53.8	14183	43.3
1 BASED ON SENIORITY	7	26.9	4797	14.6
2 SHARED AMONG ALL EMPLOYEES	5	19.2	13795	42.1
3 OTHER	-	-	-	-
TOTAL	26	100.0	32775	100.0
FIELD 8-08 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON SATURDAY				
0 NO PROVISION	22	84.6	28265	86.2
1 NO PREMIUM RATE FOR REGULAR SATURDAY WORK (I.E. STRAIGHT TIME)	-	-	-	-
2 1 1/2 X	1	3.8	467	1.4
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	1	3.8	3263	10.0
6 FLAT AMOUNT PER HOUR OR DAY	1	3.8	100	0.3
7 PERCENTAGE OF REGULAR RATE	1	3.8	680	2.1
8 OTHER	-	-	-	-
TOTAL	26	100.0	32775	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-09 PREMIUM RATE FOR REGULAR SCHEDULED WORK ON SUNDAY				
0 NO PROVISION	20	76.9	17015	51.9
1 NO PREMIUM RATE FOR REGULAR SUNDAY WORK (I.E. STRAIGHT TIME)	-	-	-	-
2 1 1/2 X	2	7.7	11250	34.3
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	2	7.7	3730	11.4
6 FLAT AMOUNT PER HOUR OR PER DAY	1	3.8	100	0.3
7 PERCENTAGE OF REGULAR RATE	1	3.8	680	2.1
8 OTHER	-	-	-	-
TOTAL	26	100.0	32775	100.0
FIELD 8-10 CALL-IN (CALL-BACK) PAY GUARANTEE				
0 NO PROVISION	13	50.0	13881	42.4
1 MINIMUM OF TWO HOURS AT STRAIGHT TIME	-	-	-	-
2 MINIMUM OF THREE HOURS AT STRAIGHT TIME	-	-	-	-
3 MINIMUM OF FOUR HOURS AT STRAIGHT TIME	1	3.8	100	0.3
4 MORE THAN FOUR HOURS' PAY AT STRAIGHT TIME	1	3.8	680	2.1
5 MINIMUM OF TWO HOURS AT OVERTIME RATE	2	7.7	762	2.3
6 MINIMUM OF THREE HOURS AT OVERTIME RATE	2	7.7	2239	6.8
7 MINIMUM OF FOUR HOURS AT OVERTIME RATE	-	-	-	-
8 MORE THAN FOUR HOURS' PAY AT OVERTIME RATE	-	-	-	-
9 OVERTIME RATE, NO MINIMUM GUARANTEE	-	-	-	-
10 1 1/2 X FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	1	3.8	110	0.3
11 DOUBLE TIME FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	1	3.8	105	0.3
12 OTHER	5	19.2	14898	45.5
TOTAL	26	100.0	32775	100.0
FIELD 8-11 PAID MEAL PERIOD				
0 NO PROVISION	13	50.0	5251	16.0
1 ON OVERTIME, CALL-IN, HOLIDAY WORK, ETC.	8	30.8	21782	66.5
2 ON DESIGNATED SHIFTS	-	-	-	-
3 1 AND 2	4	15.4	2479	7.6
4 OTHER	1	3.8	3263	10.0
TOTAL	26	100.0	32775	100.0
FIELD 8-12 MEAL ALLOWANCE ON OVERTIME OR CALL-IN				
0 NO PROVISION	7	26.9	3083	9.4
1 LESS THAN $4.00	-	-	-	-
2 $4.00 TO $4.99	1	3.8	144	0.4
3 $5.00 TO $5.99	1	3.8	2169	6.6
4 $6.00 TO $6.99	4	15.4	1804	5.5
5 $7.00 AND MORE	2	7.7	1317	4.0
6 MEAL PROVIDED	3	11.5	5642	17.2
7 OTHER	8	30.8	18616	56.8
TOTAL	26	100.0	32775	100.0
FIELD 8-13 RATE FOR TRAVEL TIME ON OVERTIME, CALL-IN, ETC.				
0 NO PROVISION	23	88.5	29718	90.7
1 1 1/2 X	-	-	-	-
2 1 1/2 X FOLLOWED BY A HIGHER RATE	1	3.8	250	0.8
3 2 X	-	-	-	-
4 FLAT AMOUNT	-	-	-	-
5 OTHER	2	7.7	2807	8.6
TOTAL	26	100.0	32775	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 8-14 STAND-BY PAY				
0 NO PROVISION	15	57.7	10382	31.7
1 PROVISION	11	42.3	22393	68.3
TOTAL	26	100.0	32775	100.0
FIELD 8-15 PREMIUM PAY FOR HAZARDOUS, DIRTY, OR UNDERGROUND WORK				
0 NO PROVISION	17	65.4	9677	29.5
1 MULTIPLE RATE (I.E. 1 1/4 X, 1 1/2 X, OR 2 X)	2	7.7	960	2.9
2 FLAT AMOUNT PER HOUR IN ADDITION TO REGULAR WAGES	5	19.2	10626	32.4
3 PERCENTAGE OF REGULAR RATE	1	3.8	512	1.6
4 REDUCED SHIFT	-	-	-	-
5 OTHER	1	3.8	11000	33.6
TOTAL	26	100.0	32775	100.0
FIELD 8-16 SECOND SHIFT DIFFERENTIAL				
0 NO PROVISION	5	19.2	1501	4.6
1 LESS THAN 20 CENTS PER HOUR	1	3.8	130	0.4
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 49 CENTS PER HOUR	7	26.9	6333	19.3
4 50 - 75 CENTS PER HOUR	3	11.5	2540	7.7
5 MORE THAN 75 CENTS PER HOUR	3	11.5	929	2.8
6 1/2 HOUR'S PAY PER SHIFT	-	-	-	-
7 1 HOUR'S PAY PER SHIFT	-	-	-	-
8 PERCENTAGE OF HOURLY WAGE RATE	4	15.4	4875	14.9
9 FLAT AMOUNT PER SHIFT	1	3.8	11000	33.6
10 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	-	-	-	-
11 OTHER	2	7.7	5467	16.7
TOTAL	26	100.0	32775	100.0
FIELD 8-17 THIRD SHIFT PREMIUM				
0 NO PROVISION	5	19.2	1858	5.7
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 49 CENTS PER HOUR	7	26.9	3786	11.6
4 50 - 74 CENTS PER HOUR	2	7.7	2777	8.5
5 75 - $1.00 PER HOUR	2	7.7	2440	7.4
6 MORE THAN $1.00 PER HOUR	4	15.4	1039	3.2
7 1/2 HOUR'S PAY PER SHIFT	-	-	-	-
8 ONE HOUR'S PAY PER SHIFT	-	-	-	-
9 TWO HOUR'S PAY PER SHIFT	-	-	-	-
10 PERCENTAGE OF HOURLY WAGE RATE	4	15.4	4875	14.9
11 FLAT AMOUNT PER SHIFT	1	3.8	11000	33.6
12 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	-	-	-	-
13 OTHER	1	3.8	5000	15.3
TOTAL	26	100.0	32775	100.0
FIELD 8-18 SPLIT SHIFT DIFFERENTIAL				
0 NO PROVISION	23	88.5	27785	84.8
1 LESS THAN 20 CENTS	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 49 CENTS PER HOUR	-	-	-	-
4 50 - 75 CENTS PER HOUR	-	-	-	-
5 MORE THAN 75 CENTS PER HOUR	-	-	-	-
6 ONE HOUR'S PAY PER SHIFT	-	-	-	-
7 FLAT AMOUNT PER SHIFT	-	-	-	-
8 SPLIT SHIFT PROHIBITED	1	3.8	144	0.4
9 OTHER	2	7.7	4846	14.8
TOTAL	26	100.0	32775	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-19 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR				
0 NO PROVISION	16	61.5	14531	44.3
1 PROVISION	10	38.5	18244	55.7
TOTAL	26	100.0	32775	100.0
FIELD 8-20 ISOLATION/NORTHERN ALLOWANCE				
0 NO PROVISION	23	88.5	26600	81.2
1 PROVISION	3	11.5	6175	18.8
TOTAL	26	100.0	32775	100.0

SECTION 9 - PAID HOLIDAYS

FIELD 9-01 NUMBER OF PAID HOLIDAYS (STATUTORY AND FLOATING PER YEAR)				
0 NO PROVISION	1	3.8	100	0.3
1 EIGHT DAYS OR LESS	-	-	-	-
2 NINE DAYS	-	-	-	-
3 TEN DAYS	2	7.7	244	0.7
4 ELEVEN DAYS	20	76.9	30969	94.5
5 TWELVE DAYS	2	7.7	1191	3.6
6 THIRTEEN DAYS	-	-	-	-
7 FOURTEEN DAYS	-	-	-	-
8 FIFTEEN DAYS	-	-	-	-
9 SIXTEEN DAYS OR MORE	-	-	-	-
10 OTHER	1	3.8	271	0.8
TOTAL	26	100.0	32775	100.0
FIELD 9-02 REQUIREMENTS TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	11	42.3	10966	33.5
1 MINIMUM LENGTH OF SERVICE	4	15.4	11314	34.5
2 WORK ON SCHEDULED DAY BEFORE HOLIDAY	-	-	-	-
3 WORK ON SCHEDULED DAY AFTER HOLIDAY	-	-	-	-
4 WORK SCHEDULED BOTH DAY BEFORE AND DAY AFTER HOLIDAY	3	11.5	3618	11.0
5 WORK SCHEDULED EITHER DAY BEFORE OR DAY AFTER HOLIDAY	1	3.8	2677	8.2
6 MINIMUM LENGTH OF SERVICE PLUS 2, 3, 4 OR 5	2	7.7	371	1.1
7 OTHER	5	19.2	3829	11.7
TOTAL	26	100.0	32775	100.0
FIELD 9-03 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	17	65.4	20112	61.4
1 LESS THAN ONE MONTH	1	3.8	11000	33.6
2 ONE MONTH	3	11.5	344	1.0
3 TWO MONTHS	-	-	-	-
4 MORE THAN TWO MONTHS	-	-	-	-
5 DESIGNATED NUMBER OF SHIFTS OR HOURS	4	15.4	1219	3.7
6 OTHER	1	3.8	100	0.3
TOTAL	26	100.0	32775	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 9-04 PREMIUM RATE ON A SCHEDULED HOLIDAY				
0 NO PROVISION	4	15.4	1621	5.6
1 ANOTHER DAY OFF	1	3.8	3263	10.0
2 1 1/2 X FOR HOURS WORKED PLUS EITHER HOLIDAY PAY OR ANOTHER DAY OFF	6	23.1	12473	38.1
3 2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	11	42.3	9796	29.9
4 2 1/2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	-	-	-	-
5 OTHER	4	15.4	5420	16.5
TOTAL	26	100.0	32775	100.0
FIELD 9-05 PAID HOLIDAY FALLING ON SCHEDULED DAY OFF				
0 NO PROVISION	6	23.1	4918	15.0
1 ANOTHER PAID DAY OFF SUCH AS PRECEDING FRIDAY, FOLLOWING MONDAY	16	61.5	25373	77.4
2 AN EXTRA DAY'S PAY	-	-	-	-
3 1 OR 2	3	11.5	2379	7.3
4 OTHER	1	3.8	105	0.3
TOTAL	26	100.0	32775	100.0
FIELD 9-06 PAID HOLIDAY FALLING WITHIN VACATION				
0 NO PROVISION	10	38.5	10220	31.2
1 ANOTHER PAID DAY OFF	14	53.8	8292	25.3
2 ANOTHER DAY'S PAY	1	3.8	3263	10.0
3 1 OR 2	1	3.8	11000	33.6
4 NOT GRANTED	-	-	-	-
TOTAL	26	100.0	32775	100.0

SECTION 10 - PAID ANNUAL VACATION

FIELD 10-01 VACATION IN FIRST YEAR OF EMPLOYMENT				
0 NO PROVISION	5	19.2	1220	3.7
1 TAKES ALL OF VACATION EARNED FOR FULL YEAR'S SERVICE	-	-	-	-
2 ONE WEEK AFTER 6 MONTHS	2	7.7	3513	10.7
3 GRADUATED ACCORDING TO LENGTH OF SERVICE	15	57.7	20261	61.8
4 OTHER	4	15.4	7781	23.7
TOTAL	26	100.0	32775	100.0
FIELD 10-02 MAXIMUM ANNUAL PAID VACATION				
0 NO PROVISION	2	7.7	5446	16.6
1 TWO WEEKS	-	-	-	-
2 THREE WEEKS	-	-	-	-
3 FOUR WEEKS	1	3.8	100	0.3
4 FIVE WEEKS	6	23.1	3909	11.9
5 SIX WEEKS	15	57.7	22171	67.6
6 SEVEN WEEKS	1	3.8	680	2.1
7 EIGHT WEEKS	-	-	-	-
8 OTHER	1	3.8	467	1.4
TOTAL	26	100.0	32775	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-03 YEARS OF SERVICE FOR THREE WEEKS PAID VACATION				
0 NO PROVISION	2	7.7	5448	16.6
1 MINIMUM GREATER THAN THREE WEEKS	1	3.8	467	1.4
2 ONE YEAR OF SERVICE	10	38.5	9416	28.7
3 TWO YEARS	3	11.5	11950	36.5
4 THREE YEARS	6	23.1	1795	5.5
5 FOUR YEARS	-	-	-	-
6 FIVE YEARS	4	15.4	3699	11.3
7 SIX YEARS	-	-	-	-
8 NOT SPECIFIED, CANNOT DETERMINE	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	26	100.0	32775	100.0
FIELD 10-04 YEARS OF SERVICE FOR FOUR WEEKS PAID VACATION				
0 NO PROVISION	3	11.5	7617	23.2
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	1	3.8	100	0.3
6 SIX YEARS	1	3.8	100	0.3
7 SEVEN YEARS	1	3.8	850	2.6
8 EIGHT YEARS	3	11.5	1061	3.2
9 NINE YEARS	6	23.1	829	2.5
10 TEN YEARS	10	38.5	21751	66.4
11 ELEVEN YEARS	1	3.8	467	1.4
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	26	100.0	32775	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-05 YEARS OF SERVICE FOR FIVE WEEKS PAID VACATION				
0 NO PROVISION	3	11.5	5548	16.9
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	1	3.8	2169	6.6
13 THIRTEEN YEARS	2	7.7	780	2.4
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	7	26.9	4321	13.2
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	4	15.4	580	1.8
18 EIGHTEEN YEARS	4	15.4	6952	21.2
19 NINETEEN YEARS	1	3.8	105	0.3
20 TWENTY YEARS	4	15.4	12320	37.6
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	26	100.0	32775	100.0
FIELD 10-06 YEARS OF SERVICE FOR SIX WEEKS PAID VACATION				
0 NO PROVISION	10	38.5	9924	30.3
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	1	3.8	680	2.1
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	3	11.5	2540	7.7
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	2	7.7	994	3.0
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	4	15.4	435	1.3
25 TWENTY-FIVE YEARS	1	3.8	11000	33.6
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	1	3.8	250	0.8
29 TWENTY-NINE YEARS	1	3.8	2677	8.2
30 THIRTY YEARS	3	11.5	4275	13.0
TOTAL	26	100.0	32775	100.0

FIELD 10-07 YEARS OF SERVICE FOR SEVEN WEEKS PAID VACATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	25	96.2	32095	97.9
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	1	3.8	680	2.1
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY OR MORE YEARS	-	-	-	-
TOTAL	26	100.0	32775	100.0

FIELD 10-08 YEARS OF SERVICE FOR EIGHT WEEKS PAID VACATION

0 NO PROVISION	26	100.0	32775	100.0
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 EVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY OR MORE YEARS	-	-	-	-
TOTAL	26	100.0	32775	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-09 ANNUAL VACATION PAY				
0 NO PROVISION	2	7.7	1191	3.6
1 REGULAR PAY	9	34.6	16930	51.7
2 PERCENTAGE OF YEARLY GROSS EARNINGS	10	38.5	7251	22.1
3 1 OR 2, WHICHEVER IS GREATER	5	19.2	7403	22.6
4 OTHER	-	-	-	-
TOTAL	26	100.0	32775	100.0
FIELD 10-10 VACATION CARRY-OVER				
0 NO PROVISION	16	61.5	7266	22.2
1 WITH LIMITATIONS	6	23.1	19409	59.4
2 WITHOUT LIMITATIONS	-	-	-	-
3 NOT ALLOWED	4	15.4	6020	18.4
4 OTHER	-	-	-	-
TOTAL	26	100.0	32775	100.0
FIELD 10-11 SPECIAL EXTENDED VACATIONS				
0 NO PROVISION	25	96.2	30905	94.3
1 EXTENDED VACATION AT CERTAIN TIMES OF THE YEAR	-	-	-	-
2 EXTENDED VACATION IN DESIGNATED YEARS OF SERVICE	-	-	-	-
3 OTHER	1	3.8	1870	5.7
TOTAL	26	100.0	32775	100.0

SECTION 11 - LEAVE OF ABSENCE PROVISIONS

FIELD 11-01 BEREAVEMENT LEAVE (IMMEDIATE FAMILY)				
0 NO PROVISION	3	11.5	6191	18.9
1 ONE DAY	-	-	-	-
2 TWO DAYS	-	-	-	-
3 THREE DAYS	16	61.5	9198	28.1
4 FOUR DAYS	1	3.8	500	1.5
5 FIVE DAYS	2	7.7	11250	34.3
6 LEAVE VARIES DEPENDING ON CIRCUMSTANCES	3	11.5	2959	9.0
7 LEAVE MENTIONED BUT LENGTH NOT SPECIFIED	1	3.8	2677	8.2
8 OTHER	-	-	-	-
TOTAL	26	100.0	32775	100.0
FIELD 11-02 LEAVE FOR COURT OR JURY DUTY				
0 NO PROVISION	3	11.5	5948	18.1
1 PROVISION FOR FULL REGULAR PAY	23	88.5	26827	81.9
2 OTHER (NOT SPECIFIED OR LESS THAN FULL REGULAR PAY)	-	-	-	-
TOTAL	26	100.0	32775	100.0
FIELD 11-03 LEAVE FOR UNION BUSINESS (OTHER THAN HANDLING OF GRIEVANCES)				
0 NO PROVISION	10	38.5	10221	31.2
1 PAID LEAVE	1	3.8	3263	10.0
2 UNPAID LEAVE	6	23.1	14292	43.6
3 PAID OR UNPAID LEAVE - DEPENDS ON CIRCUMSTANCES	9	34.6	4999	15.3
4 OTHER	-	-	-	-
TOTAL	26	100.0	32775	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 11-04 PAID LEAVE: MARRIAGE				
0 NO PROVISION	24	92.3	19606	59.8
1 PROVISION EXISTS, BUT IS NOT SPECIFIED	-	-	-	-
2 ONE DAY	1	3.8	11000	33.6
3 TWO DAYS	-	-	-	-
4 THREE DAYS	1	3.8	2169	6.6
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	26	100.0	32775	100.0
FIELD 11-05 ELIGIBILITY FOR MATERNITY LEAVE				
0 NO PROVISION	23	88.5	28902	88.2
1 ONE MONTHS' SERVICE	-	-	-	-
2 TWO TO SIX MONTHS' SERVICE	-	-	-	-
3 MORE THAN SIX MONTHS	3	11.5	3873	11.8
4 OTHER	-	-	-	-
TOTAL	26	100.0	32775	100.0
FIELD 11-06 MATERNITY LEAVE: MAXIMUM DURATION (BASIC LEAVE)				
0 NO PROVISION	11	42.3	7951	24.3
1 17 WEEKS	5	19.2	3809	11.6
2 18 WEEKS	4	15.4	6295	19.2
3 19 - 25 WEEKS	1	3.8	500	1.5
4 26 WEEKS	3	11.5	2949	9.0
5 27 - 52 WEEKS	-	-	-	-
6 VARIES ACCORDING TO LENGTH OF SERVICE	-	-	-	-
7 NOT SPECIFIED, CANNOT DETERMINE	-	-	-	-
8 OTHER	2	7.7	11271	34.4
TOTAL	26	100.0	32775	100.0
FIELD 11-07 MATERNITY LEAVE WITH PAY				
0 NO PROVISION	25	96.2	32665	99.7
1 WEEKLY INDEMNITY OR GROUP INSURANCE PLAN	-	-	-	-
2 USE OF SICK LEAVE	-	-	-	-
3 LEAVE OF ABSENCE, NO PAY LOSS	-	-	-	-
4 OTHER	1	3.8	110	0.3
TOTAL	26	100.0	32775	100.0
FIELD 11-08 SENIORITY DURING MATERNITY LEAVE				
0 NO PROVISION	18	69.2	15450	47.1
1 SENIORITY RETAINED	3	11.5	5096	15.5
2 SENIORITY ACCUMULATED	3	11.5	1119	3.4
3 NOT MENTIONED IF SENIORITY RETAINED OR ACCUMMULATED	2	7.7	11110	33.9
4 SENIORITY ACCUMULATED UP TO CERTAIN PERIOD, THEN RETAINED	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	26	100.0	32775	100.0
FIELD 11-09 PAID LEAVE: PATERNITY				
0 NO PROVISION	18	69.2	24263	74.0
1 NOT SPECIFIC	-	-	-	-
2 ONE DAY	1	3.8	2677	8.2
3 TWO DAYS	1	3.8	100	0.3
4 THREE DAYS	-	-	-	-
5 FOUR DAYS	1	3.8	110	0.3
6 FIVE DAYS	-	-	-	-
7 OTHER	5	19.2	5625	17.2
TOTAL	26	100.0	32775	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 11-10 LEAVE - ADOPTION				
0 NO PROVISION	21	80.8	26229	80.0
1 PAID LEAVE	-	-	-	-
2 UNPAID LEAVE	5	19.2	6546	20.0
3 OTHER	-	-	-	-
TOTAL	26	100.0	32775	100.0
FIELD 11-11 LEAVE: EDUCATION				
0 NO PROVISION	21	80.8	26640	81.3
1 LEAVE WITH FULL PAY	-	-	-	-
2 LEAVE WITH PARTIAL PAY	-	-	-	-
3 LEAVE WITHOUT PAY	-	-	-	-
4 LEAVE PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	1	3.8	110	0.3
5 OTHER	4	15.4	6025	18.4
TOTAL	26	100.0	32775	100.0
FIELD 11-12 SICK FAMILY MEMBER CARE LEAVE				
0 NO PROVISION	23	88.5	16343	49.9
1 ONE DAY	-	-	-	-
2 TWO DAYS	-	-	-	-
3 THREE DAYS	-	-	-	-
4 FOUR DAYS	-	-	-	-
5 FIVE DAYS	-	-	-	-
6 PROVIDED FOR, BUT DEDUCTED FROM SICK LEAVE	-	-	-	-
7 OTHER	3	11.5	16432	50.1
TOTAL	26	100.0	32775	100.0
FIELD 11-13 MAINTENANCE OF BENEFITS ON LIMITED LAYOFFS OR LEAVE OF ABSENCE				
0 NO PROVISION	17	65.4	28551	87.1
1 EMPLOYEE TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	1	3.8	100	0.3
2 EMPLOYEE PARTIALLY RESPONSIBLE (MAKE UP CONTRIBUTION DURING OR AFTER ABSENCE)	3	11.5	2921	8.9
3 EMPLOYER TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	-	-	-	-
4 MENTIONED BUT NOT SPECIFIED	-	-	-	-
5 OTHER	5	19.2	1203	3.7
TOTAL	26	100.0	32775	100.0
FIELD 11-14 PERSONAL LEAVE OF ABSENCE (UNPAID)				
0 NO PROVISION	4	15.4	5880	17.9
1 PROVISION	22	84.6	26895	82.1
TOTAL	26	100.0	32775	100.0

SECTION 12 - HEALTH AND WELFARE PROVISIONS

FIELD 12-01 TYPE OF HEALTH AND WELFARE COVERAGE				
0 NO PROVISION	5	19.2	935	2.9
1 HEALTH AND WELFARE FUND	2	7.7	567	1.7
2 SERIES OF PLANS	18	69.2	26273	80.2
3 OTHER	1	3.8	5000	15.3
TOTAL	26	100.0	32775	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-02 SERVICE REQUIREMENT TO QUALIFY FOR HEALTH AND WELFARE				
0 NO PROVISION	17	65.4	12624	38.5
1 IMMEDIATELY ON BEING EMPLOYED	2	7.7	3711	11.3
2 ONE MONTH	-	-	-	-
3 THREE MONTHS	-	-	-	-
4 SIX MONTHS	-	-	-	-
5 ONE YEAR	-	-	-	-
6 VARIES ACCORDING TO PARTICULAR BENEFIT	7	26.9	16440	50.2
7 OTHER	-	-	-	-
TOTAL	26	100.0	32775	100.0
FIELD 12-03 EMPLOYER CONTRIBUTION TO HEALTH AND WELFARE FUND				
0 NO HEALTH AND WELFARE FUND	24	92.3	32208	98.3
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 39 CENTS PER HOUR	-	-	-	-
4 40 - 49 CENTS PER HOUR	-	-	-	-
5 50 - 74 CENTS PER HOUR	1	3.8	467	1.4
6 75 CENTS - $1.00 PER HOUR	-	-	-	-
7 MORE THAN $1.00 PER HOUR	1	3.8	100	0.3
8 FUND MENTIONED BUT AMOUNT NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	26	100.0	32775	100.0
FIELD 12-04 EMPLOYER CONTRIBUTION TO BASIC HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	6	23.1	5935	18.1
1 100% OF PREMIUM	14	53.8	12366	37.8
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	2	7.7	13677	41.7
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	1	3.8	100	0.3
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	3.8	110	0.3
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	2	7.7	567	1.7
10 OTHER	-	-	-	-
TOTAL	26	100.0	32775	100.0
FIELD 12-05 EMPLOYER CONTRIBUTION TO EXTENDED HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	8	30.8	6493	19.8
1 100% OF PREMIUM	13	50.0	11936	36.4
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	2	7.7	13677	41.7
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	1	3.8	100	0.3
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	2	7.7	567	1.7
10 OTHER	-	-	-	-
TOTAL	26	100.0	32775	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-06 TYPE OF PAID SICK LEAVE				
0 PLAN NOT MENTIONED IN AGREEMENT	6	23.1	6257	19.2
1 FLAT ALLOWANCE (IN TIME PER MONTH, YEAR, ETC.)	5	19.2	3514	10.7
2 GRADUATED ALLOWANCE ACCORDING TO SERVICE	2	7.7	2927	8.9
3 ALLOWANCE PER DISABILITY	-	-	-	-
4 FLAT AMOUNT IN LIEU OF SICK PAY (E.G.$3 PER MONTH)	-	-	-	-
5 WEEKLY INDEMNITY PLAN	3	11.5	11950	36.5
6 BOTH SICK LEAVE AND WEEKLY INDEMNITY PLAN	7	26.9	4448	13.6
7 OTHER	3	11.5	3639	11.1
TOTAL	26	100.0	32775	100.0
FIELD 12-07 NUMBER OF DAYS PAID SICK LEAVE PER YEAR				
0 NO PROVISION	10	38.5	18352	56.0
1 ONE TO SIX DAYS	4	15.4	3093	9.4
2 SEVEN TO TWELVE DAYS	3	11.5	2956	9.0
3 THIRTEEN TO FIFTEEN DAYS	-	-	-	-
4 SIXTEEN TO EIGHTEEN DAYS	1	3.8	110	0.3
5 NINETEEN OR MORE DAYS	-	-	-	-
6 VARIES WITH LENGTH OF SERVICE	4	15.4	6702	20.4
7 OTHER	4	15.4	1562	4.8
TOTAL	26	100.0	32775	100.0
FIELD 12-08 MAXIMUM ACCUMULATION OF UNUSED PAID SICK LEAVE				
0 NO PROVISION	13	50.0	23536	71.8
1 30 DAYS OR LESS	3	11.5	2114	6.5
2 31 TO 90 DAYS	1	3.8	680	2.1
3 91 TO 120 DAYS	3	11.5	872	2.7
4 121 TO 150 DAYS	-	-	-	-
5 151 TO 200 DAYS	-	-	-	-
6 201 TO 250 DAYS	-	-	-	-
7 MORE THAN 250 DAYS, BUT LIMITED	-	-	-	-
8 UNLIMITED ACCUMULATION	1	3.8	3263	10.0
9 OTHER	5	19.2	2310	7.0
TOTAL	26	100.0	32775	100.0
FIELD 12-09 CONVERSION OF UNUSED SICK LEAVE				
0 NO PROVISION	20	76.9	31166	95.1
1 ANNUAL CONVERSION TO CASH OR DAYS OFF	-	-	-	-
2 FULL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	-	-	-	-
3 PARTIAL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	1	3.8	110	0.3
4 COMBINATION	1	3.8	680	2.1
5 OTHER	4	15.4	819	2.5
TOTAL	26	100.0	32775	100.0
FIELD 12-10 EMPLOYER CONTRIBUTION TO SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	14	53.8	10668	32.5
1 100% OF PREMIUM	6	23.1	2788	8.5
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	1	3.8	2677	8.2
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	1	3.8	100	0.3
6 LESS THAN 50% OF PREMIUM	1	3.8	3263	10.0
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	3	11.5	13279	40.5
9 OTHER	-	-	-	-
TOTAL	26	100.0	32775	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 12-11 MAXIMUM PERIOD OF SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	11	42.3	9806	29.9
1 LESS THAN 12 WEEKS	-	-	-	-
2 13 WEEKS	-	-	-	-
3 26 WEEKS	2	7.7	780	2.4
4 39 WEEKS	-	-	-	-
5 52 WEEKS	2	7.7	994	3.0
6 VARIES ACCORDING TO LENGTH OF SERVICE	1	3.8	11000	33.6
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	7	26.9	9735	29.7
8 OTHER	3	11.5	460	1.4
TOTAL	26	100.0	32775	100.0
FIELD 12-12 MAXIMUM AMOUNT OF SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	12	46.2	10056	30.7
1 $100 OR LESS	-	-	-	-
2 $101 TO $150 PER WEEK	-	-	-	-
3 $151 TO $200 PER WEEK	-	-	-	-
4 MORE THAN $200 PER WEEK	2	7.7	415	1.3
5 PERCENTAGE OF EARNINGS	8	30.8	18780	57.3
6 EQUAL TO MAXIMUM UNEMPLOYMENT INSURANCE BENEFIT	-	-	-	-
7 VARIES ACCORDING TO EARNINGS	1	3.8	100	0.3
8 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	3	11.5	3424	10.4
9 OTHER	-	-	-	-
TOTAL	26	100.0	32775	100.0
FIELD 12-13 LONG-TERM INCOME CONTINUANCE INSURANCE PLAN				
0 NO PROVISION	15	57.7	23829	72.7
1 PROVISION	11	42.3	8946	27.3
TOTAL	26	100.0	32775	100.0
FIELD 12-14 EMPLOYER CONTRIBUTION TO LIFE INSURANCE PLAN				
0 NO PROVISION	5	19.2	5830	17.8
1 100% OF PREMIUM	13	50.0	10217	31.2
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	1	3.8	100	0.3
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	4	15.4	13892	42.4
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	2	7.7	567	1.7
9 OTHER	1	3.8	2169	6.6
TOTAL	26	100.0	32775	100.0
FIELD 12-15 AMOUNT OF LIFE INSURANCE BENEFITS				
0 NO PROVISION	5	19.2	5830	17.8
1 $5,000 OR LESS	-	-	-	-
2 $5,001 TO $10,000	-	-	-	-
3 $10,001 TO $15,000	1	3.8	100	0.3
4 $15,001 TO $20,000	-	-	-	-
5 MORE THAN $20,000	5	19.2	3878	11.8
6 VARIES ACCORDING TO EARNINGS	7	26.9	7578	23.1
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	6	23.1	14822	45.2
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	2	7.7	567	1.7
9 OTHER	-	-	-	-
TOTAL	26	100.0	32775	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-16 EMPLOYER CONTRIBUTION TO ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	15	57.7	17011	51.9
1 100% OF PREMIUM	4	15.4	1713	5.2
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	1	3.8	100	0.3
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	3	11.5	11215	34.2
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	2	7.7	567	1.7
10 OTHER	1	3.8	2169	6.6
TOTAL	26	100.0	32775	100.0
FIELD 12-17 MAXIMUM AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	15	57.7	17011	51.9
1 $5,000 OR LESS	-	-	-	-
2 $5,001 TO $10,000	-	-	-	-
3 $10,001 TO $15,000	1	3.8	100	0.3
4 $15,001 TO $20,000	-	-	-	-
5 MORE THAN $20,000	3	11.5	1265	3.9
6 VARIES ACCORDING TO EARNINGS	2	7.7	2617	8.0
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	3	11.5	11215	34.2
8 HEALTH AND WELFARE FUND MENTIONED, BUT INDIVIDUAL BENEFITS NOT SPECIFIED	2	7.7	567	1.7
9 OTHER	-	-	-	-
TOTAL	26	100.0	32775	100.0
FIELD 12-18 EMPLOYER CONTRIBUTION TO DENTAL PLAN				
0 NO PROVISION	6	23.1	5935	18.1
1 100% OF PREMIUM	11	42.3	11095	33.9
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	1	3.8	2677	8.2
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	4	15.4	1391	4.2
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	2	7.7	11110	33.9
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	2	7.7	567	1.7
9 OTHER	-	-	-	-
TOTAL	26	100.0	32775	100.0
FIELD 12-19 TYPE OF DENTAL WORK COVERED				
0 NO PROVISION	6	23.1	5935	18.1
1 BASIC (A)	-	-	-	-
2 BASIC AND EXTENDED (A AND B)	-	-	-	-
3 BASIC AND ORTHODONTICS (A AND C)	-	-	-	-
4 BASIC AND EXTENDED AND ORTHODONTICS (A, B AND C)	15	57.7	25320	77.3
5 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	3	11.5	953	2.9
6 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	2	7.7	567	1.7
7 OTHER	-	-	-	-
TOTAL	26	100.0	32775	100.0
FIELD 12-20 AVAILABILITY OF PENSION FUND				
0 NO PROVISION	10	38.5	1805	5.5
1 PROVISION	16	61.5	30970	94.5
TOTAL	26	100.0	32775	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-21 ADMINISTRATION OF PENSION FUND				
0 NO PROVISION	16	61.5	6057	18.5
1 UNION	1	3.8	680	2.1
2 MANAGEMENT	3	11.5	3830	11.7
3 JOINT UNION MANAGEMENT ADMINISTRATION	2	7.7	11850	36.2
4 ADMINISTERED BY SEPARATE TRUSTEES	-	-	-	-
5 MUNICIPAL/PROVINCIAL GOVERNMENT	3	11.5	5358	16.3
6 OTHER	1	3.8	5000	15.3
TOTAL	26	100.0	32775	100.0
FIELD 12-22 RETIREMENT AGE PRACTICES				
0 NO PROVISION	20	76.9	17647	53.8
1 PROVISION	6	23.1	15128	46.2
TOTAL	26	100.0	32775	100.0

SECTION 13 - GRIEVANCE AND ARBITRATION PROCEDURES

FIELD 13-01 INITIAL PRESENTATION OF GRIEVANCE TO MANAGEMENT				
0 NO PROVISION	-	-	-	-
1 BY EMPLOYEE WITHOUT UNION REPRESENTATIVE PRESENT	7	26.9	13808	42.1
2 BY EMPLOYEE WITH UNION REPRESENTATIVE	2	7.7	208	0.6
3 BY EMPLOYEE CHOICE OF WITH OR WITHOUT UNION REPRESENTATIVE	10	38.5	8790	26.8
4 BY UNION REPRESENTATIVE	1	3.8	100	0.3
5 BY GRIEVANCE COMMITTEE	-	-	-	-
6 BY WRITTEN NOTICE	4	15.4	5330	16.3
7 BY ONE OF SEVERAL ALTERNATIVE PROCEDURES	2	7.7	4547	13.9
8 OTHER	-	-	-	-
TOTAL	26	100.0	32775	100.0
FIELD 13-02 LENGTH OF TIME TO INITIATE GRIEVANCE				
0 NO PROVISION	4	15.4	6692	20.4
1 72 HOURS OR LESS	1	3.8	467	1.4
2 FIVE DAYS	2	7.7	371	1.1
3 ONE WEEK	1	3.8	743	2.3
4 TEN DAYS	2	7.7	210	0.6
5 TWO WEEKS	1	3.8	3263	10.0
6 THREE WEEKS	-	-	-	-
7 ONE MONTH	5	19.2	1491	4.5
8 TWO MONTHS	-	-	-	-
9 VARIES BY TYPE OF GRIEVANCE	4	15.4	12099	36.9
10 OTHER	6	23.1	7439	22.7
TOTAL	26	100.0	32775	100.0
FIELD 13-03 ACCELERATED PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES				
0 NO PROVISION	17	65.4	17907	54.6
1 PROVISION	9	34.6	14868	45.4
TOTAL	26	100.0	32775	100.0
FIELD 13-04 STATUS QUO ANTE IN DISCIPLINE CASES				
0 NO PROVISION	25	96.2	32308	98.6
1 PROVISION	1	3.8	467	1.4
TOTAL	26	100.0	32775	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 13-05 CLEARING AN EMPLOYEE RECORD IN DISCIPLINARY CASES				
0 NO PROVISION	21	80.8	26699	81.5
1 PROVISION	5	19.2	6076	18.5
TOTAL	26	100.0	32775	100.0
FIELD 13-06 COMPENSATION BY EMPLOYER FOR GRIEVANCE WORK TO UNION REPRESENTATIVES				
0 NO PROVISION	22	84.6	20439	62.4
1 PROVISION	4	15.4	12336	37.6
TOTAL	26	100.0	32775	100.0
FIELD 13-07 ARBITRATION				
0 AS REQUIRED BY LEGISLATION	-	-	-	-
1 SINGLE ARBITRATOR	9	34.6	10714	32.7
2 PERMANENT UMPIRE (NAMED)	2	7.7	951	2.9
3 TRIPARTITE BOARD	7	26.9	3799	11.6
4 ARBITRATION COMMITTEE OF MORE THAN 3 PEOPLE	-	-	-	-
5 CHOICE OF ALTERNATIVES	7	26.9	17181	52.4
6 OTHER	1	3.8	130	0.4
TOTAL	26	100.0	32775	100.0
FIELD 13-08 OFFICER APPOINTMENT BY LABOUR RELATIONS BOARD UNDER SECTION 96 OF THE LABOUR CODE				
0 NOT PROHIBITED (OR NO MENTION)	26	100.0	32775	100.0
1 SPECIFICALLY PROHIBITED BY THE AGREEMENT	-	-	-	-
TOTAL	26	100.0	32775	100.0
FIELD 13-09 REFERENCE TO SECTION 112 LABOUR CODE, SHARE OF COST OF GRIEVANCE RECOMMENDATIONS				
0 NO PROVISION	24	92.3	29045	88.6
1 PROVISION	2	7.7	3730	11.4
TOTAL	26	100.0	32775	100.0

SECTION 14 - OCCUPATIONAL SAFETY AND HEALTH

FIELD 14-01 OCCUPATIONAL SAFETY AND HEALTH				
0 NO PROVISION	8	30.8	1832	5.6
1 JOINT SAFETY COMMITTEE	16	61.5	16680	50.9
2 OTHER	2	7.7	14263	43.5
TOTAL	26	100.0	32775	100.0
FIELD 14-02 SAFETY COMMITTEE FUNCTIONS				
0 NO SAFETY COMMITTEE PROVISION	9	34.6	5095	15.5
1 SAFETY COMMITTEE FUNCTIONS NOT SPECIFIED	12	46.2	23682	72.3
2 RIGHT TO CALL SPECIAL/EMERGENCY MEETINGS	1	3.8	100	0.3
3 RIGHT TO INITIATE ACTION OR RECOMMENDATIONS	1	3.8	2677	8.2
4 RIGHT TO UNDERTAKE INSPECTIONS	1	3.8	271	0.8
5 COMBINATION OF 2 AND 3	-	-	-	-
6 COMBINATION OF 2 AND 4	-	-	-	-
7 COMBINATION OF 2, 3 AND 4	2	7.7	950	2.9
8 OTHER	-	-	-	-
TOTAL	26	100.0	32775	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 14-03 PAY FOR TIME SPENT ON SAFETY COMMITTEE				
0 NO SAFETY COMMITTEE PROVISION	9	34.6	5095	15.5
1 NO PROVISION FOR PAY OF SAFETY COMMITTEE	15	57.7	25411	77.5
2 PROVISION FOR PAY OF SAFETY COMMITTEE	2	7.7	2269	6.9
TOTAL	26	100.0	32775	100.0
FIELD 14-04 SAFETY EQUIPMENT AND PROTECTIVE CLOTHING				
0 NO PROVISION	11	42.3	15984	48.8
1 EQUIPMENT SUPPLIED AT NO COST TO EMPLOYEE	10	38.5	9728	29.7
2 EQUIPMENT SUPPLIED AT SOME COST TO EMPLOYEE	1	3.8	3263	10.0
3 MONETARY ALLOWANCE PROVIDED FOR PERCENTAGE OF EQUIPMENT, REPLACEMENT AT SOME COST	2	7.7	873	2.7
4 OTHER	2	7.7	2927	8.9
TOTAL	26	100.0	32775	100.0
FIELD 14-05 RIGHT TO REFUSE DANGEROUS WORKING CONDITIONS				
0 NO PROVISION	16	61.5	8402	25.6
1 PROVISION	10	38.5	24373	74.4
TOTAL	26	100.0	32775	100.0
FIELD 14-06 VIDEO DISPLAY TERMINALS				
0 NO PROVISION	18	69.2	23347	71.2
1 PREGNANT EMPLOYEES RIGHT TO BE REASSIGNED OR TAKE LEAVE OF ABSENCE	6	23.1	8638	26.4
2 RESTRICTION ON HOURS/REST BREAKS	-	-	-	-
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	2	7.7	790	2.4
TOTAL	26	100.0	32775	100.0
FIELD 14-07 ALCOHOL AND DRUG REHABILITATION PROGRAM				
0 NO PROVISION	23	88.5	29816	91.0
1 PROVISION	3	11.5	2959	9.0
TOTAL	26	100.0	32775	100.0

SECTION 15 - MISCELLANEOUS PROVISIONS

FIELD 15-01 LABOUR-MANAGEMENT COMMITTEE				
0 NO PROVISION	20	76.9	23580	71.9
1 PROVISION	6	23.1	9195	28.1
TOTAL	26	100.0	32775	100.0
FIELD 15-02 SEXUAL HARASSMENT				
0 NO PROVISION	24	92.3	27929	85.2
1 POLICY STATEMENT ONLY	-	-	-	-
2 POLICY AND/OR COMPLAINT PROCEDURE	2	7.7	4846	14.8
3 MENTIONED BUT NOT SPECIFIED	-	-	-	-
TOTAL	26	100.0	32775	100.0
FIELD 15-03 DAY CARE FACILITIES FOR CHILDREN OF EMPLOYEES				
0 NO PROVISION	26	100.0	32775	100.0
1 PROVISION	-	-	-	-
TOTAL	26	100.0	32775	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 15=04 JOB EVALUATION PLAN				
0 NO PROVISION	22	84.6	18192	55.5
1 PROVISION	4	15.4	14583	44.5
TOTAL	26	100.0	32775	100.0
FIELD 15=05 MOVING EXPENSES OR ALLOWANCE				
0 NO PROVISION	15	57.7	24173	73.8
1 PROVISION	11	42.3	8602	26.2
TOTAL	26	100.0	32775	100.0
FIELD 15=06 WORK CLOTHING AND/OR UNIFORM ALLOWANCES				
0 NO PROVISION	8	30.8	12383	37.8
1 PROVISION	18	69.2	20392	62.2
TOTAL	26	100.0	32775	100.0
FIELD 15=07 TOOL ALLOWANCE				
0 NO PROVISION	15	57.7	11150	34.0
1 PROVISION	11	42.3	21625	66.0
TOTAL	26	100.0	32775	100.0

PART I: f
TRADE AND FINANCE, INSURANCE AND REAL ESTATE

(8 agreements covering 7,598 employees)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
SECTION 1 - GENERAL INFORMATION				
FIELD 1-01 PARTIES TO AGREEMENT				
0 SINGLE LOCAL - SINGLE EMPLOYER	6	75.0	7098	93.4
1 SINGLE LOCAL - MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	2	25.0	500	6.6
2 MULTI-LOCAL (SAME UNION) AND SINGLE EMPLOYER	-	-	-	-
3 MULTI-LOCAL (SAME UNION) AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	-	-	-	-
4 MULTI-UNION AND SINGLE EMPLOYER	-	-	-	-
5 MULTI-UNION AND MULTI-EMPLOYER OR EMPLOYERS'ASSOCIATION	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 1-02 SIZE OF BARGAINING UNIT				
0 UNDER 100 EMPLOYEES	1	12.5	150	2.0
1 100 - 199 EMPLOYEES	-	-	-	-
2 200 - 499 EMPLOYEES	2	25.0	663	8.7
3 500 - 999 EMPLOYEES	2	25.0	1624	21.4
4 1000 - 4999 EMPLOYEES	3	37.5	5161	67.9
5 5000 - 9,999 EMPLOYEES	-	-	-	-
6 10,000 OR MORE EMPLOYEES	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 1-03 JURISDICTION OF AGREEMENT				
0 PROVINCIAL	8	100.0	7598	100.0
1 FEDERAL	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 1-04 SECTOR				
0 PRIVATE	4	50.0	2313	30.4
1 PUBLIC	4	50.0	5285	69.6
TOTAL	8	100.0	7598	100.0
FIELD 1-05 TERM OF AGREEMENT				
0 1 YEAR	-	-	-	-
1 MORE THAN 1 YEAR, LESS THAN 2	-	-	-	-
2 2 YEARS	7	87.5	7285	95.9
3 MORE THAN 2 YEARS, LESS THAN 3	-	-	-	-
4 3 YEARS	1	12.5	313	4.1
5 MORE THAN 3 YEARS	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 1-06 EXPIRY DATE OF AGREEMENT				
0 2ND HALF OF 1984	-	-	-	-
1 1ST HALF OF 1985	1	12.5	150	2.0
2 2ND HALF OF 1985	1	12.5	350	4.6
3 1ST HALF OF 1986	5	62.5	4737	62.3
4 2ND HALF OF 1986	1	12.5	2361	31.1
5 1ST HALF OF 1987	-	-	-	-
6 2ND HALF OF 1987	-	-	-	-
7 LATER THAN 1987	-	-	-	-
TOTAL	8	100.0	7598	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 1-07 GEOGRAPHICAL BREAKDOWN				
0 EAST AND WEST KOOTENAYS	-	-	-	-
1 OKANAGAN	1	12.5	1500	19.7
2 SOUTHERN INTERIOR	-	-	-	-
3 LOWER COAST AND LOWER MAINLAND	3	37.5	813	10.7
4 VANCOUVER ISLAND	-	-	-	-
5 CENTRAL INTERIOR	-	-	-	-
6 PEACE RIVER	-	-	-	-
7 NORTH WEST	-	-	-	-
8 TWO OR MORE REGIONS	4	50.0	5285	69.6
9 INTER-PROVINCIAL	-	-	-	-
TOTAL	8	100.0	7598	100.0

SECTION 2 - MANAGEMENT RIGHTS AND UNION SECURITY

FIELD 2-01 MANAGEMENT RIGHTS CLAUSE				
0 NO PROVISION	2	25.0	2711	35.7
1 GENERAL STATEMENT OF MANAGEMENT RIGHTS	4	50.0	2067	27.5
2 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS WITH MANAGEMENT	-	-	-	-
3 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS NOT SPECIFIED	2	25.0	2800	36.9
4 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 2-02 CONTRACTING OUT				
0 NO PROVISION	3	37.5	2163	28.5
1 CONTRACTING OUT RESTRICTED TO OTHER UNION EMPLOYEES	-	-	-	-
2 CONTRACTING OUT RESTRICTED - NO DISPLACEMENT OF PRESENT EMPLOYEES	3	37.5	4585	60.3
3 CONTRACTING OUT RESTRICTED - PAYMENT OF UNION WAGE RATE REQUIRED	-	-	-	-
4 CONTRACTING OUT RESTRICTED - COMBINATION OF 1, 2, AND/OR 3	1	12.5	150	2.0
5 CONTRACTING OUT PROHIBITED ENTIRELY	-	-	-	-
6 OTHER	1	12.5	700	9.2
TOTAL	8	100.0	7598	100.0
FIELD 2-03 UNION SECURITY CLAUSE				
0 NO PROVISION	-	-	-	-
1 CLOSED SHOP	-	-	-	-
2 UNION SHOP	4	50.0	4324	56.9
3 MODIFIED UNION SHOP (COMPULSORY MEMBERSHIP FOR NEW EMPLOYEES)	4	50.0	3274	43.1
4 MAINTENANCE OF MEMBERSHIP	-	-	-	-
5 RAND FORMULA	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 2-04 AUTHORIZATION OF DUES CHECK-OFF				
0 NO PROVISION	-	-	-	-
1 VOLUNTARY	-	-	-	-
2 COMPULSORY FOR ALL EMPLOYEES (ALL EMPLOYEES MUST BE UNION MEMBERS)	4	50.0	4324	56.9
3 COMPULSORY FOR ALL EMPLOYEES (NOT ALL EMPLOYEES MUST BE UNION MEMBERS)	4	50.0	3274	43.1
4 COMPULSORY FOR ALL EMPLOYEES (UNION MEMBERSHIP UNSPECIFIED)	-	-	-	-
5 COMPULSORY FOR UNION MEMEBERS ONLY	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 2-05 RIGHT TO REFUSE TO CROSS PICKET LINES, HANDLE HOT CARGOES, ETC.				
0 NO PROVISION	2	25.0	1850	24.3
1 CROSS PICKET LINES	3	37.5	3985	52.4
2 HOT CARGOES	-	-	-	-
3 NON-UNION WORKERS	-	-	-	-
4 COMBINATION OF 1, 2, AND/OR 3	3	37.5	1763	23.2
5 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0

SECTION 3 - SENIORITY

FIELD 3-01 SENIORITY UNIT				
0 NO PROVISION	-	-	-	-
1 UNION HIRING HALL	-	-	-	-
2 EMPLOYER (PLANT, BARGAINING UNIT)	7	87.5	7448	98.0
3 DEPARTMENT (BRANCH, DIVISION)	-	-	-	-
4 CRAFT (OCCUPATION)	-	-	-	-
5 EMPLOYER AND DEPARTMENT	1	12.5	150	2.0
6 EMPLOYER AND CRAFT	-	-	-	-
7 COMBINATION OF THE ABOVE	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 3-02 LENGTH OF PROBATIONARY PERIOD				
0 NO PROVISION	-	-	-	-
1 ONE CALENDAR MONTH	-	-	-	-
2 TWO CALENDAR MONTHS	1	12.5	350	4.6
3 THREE CALENDAR MONTHS	1	12.5	2361	31.1
4 SIX CALENDAR MONTHS	2	25.0	2224	29.3
5 THIRTY WORKING DAYS	1	12.5	313	4.1
6 FORTY-FIVE WORKING DAYS	-	-	-	-
7 SIXTY WORKING DAYS	-	-	-	-
8 240 WORKING DAYS	-	-	-	-
9 OTHER	3	37.5	2350	30.9
TOTAL	8	100.0	7598	100.0
FIELD 3-03 SENIORITY DETERMINING PROMOTION				
0 NO PROVISION	1	12.5	350	4.6
1 STRAIGHT SENIORITY	-	-	-	-
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	4	50.0	3524	46.4
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	2	25.0	2800	36.9
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	1	12.5	924	12.2
5 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 3-04 SENIORITY DETERMINING LAYOFF				
0 NO PROVISION	-	-	-	-
1 STRAIGHT SENIORITY	1	12.5	150	2.0
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	6	75.0	6148	80.9
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	1	12.5	1300	17.1
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 3-05 NOTICE OF LAYOFF OR PAY IN LIEU OF NOTICE				
0 NO PROVISION	2	25.0	1650	21.7
1 LESS THAN 24 HOURS	-	-	-	-
2 24 HOURS TO 48 HOURS	-	-	-	-
3 72 HOURS	-	-	-	-
4 ONE WEEK	-	-	-	-
5 TWO WEEKS	2	25.0	2674	35.2
6 ONE MONTH	-	-	-	-
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	1	12.5	1300	17.1
8 NOTICE MENTIONED, LENGTH NOT SPECIFIED	-	-	-	-
9 OTHER	3	37.5	1974	26.0
TOTAL	8	100.0	7598	100.0
FIELD 3-06 RECALL PROCEDURE				
0 NO PROVISION	1	12.5	1300	17.1
1 STRAIGHT SENIORITY	-	-	-	-
2 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	6	75.0	5598	73.7
3 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE EQUAL	-	-	-	-
4 SENIORITY CONSIDERED WITH OTHER FACTORS	-	-	-	-
5 UNION HIRING HALL REFERRAL	-	-	-	-
6 OTHER	1	12.5	700	9.2
TOTAL	8	100.0	7598	100.0
FIELD 3-07 LOSS OF SENIORITY RECALL RIGHTS				
0 NO PROVISION	1	12.5	350	4.6
1 FAILURE TO REPORT WHEN NOTIFIED	1	12.5	150	2.0
2 AFTER A SPECIFIED PERIOD OFF WORK	1	12.5	924	12.2
3 EITHER FAILURE TO REPORT OR AFTER A SPECIFIC PERIOD OFF WORK	5	62.5	6174	81.3
TOTAL	8	100.0	7598	100.0
FIELD 3-08 RETENTION OF SENIORITY DURING LAYOFF				
0 NO PROVISION	-	-	-	-
1 LESS THAN SIX MONTHS	-	-	-	-
2 SIX MONTHS	2	25.0	1613	21.2
3 SEVEN TO TWELVE MONTHS	1	12.5	350	4.6
4 TWELVE MONTHS	3	37.5	1774	23.3
5 MORE THAN TWELVE MONTHS UP TO AND INCLUDING TWENTY-FOUR MONTHS	1	12.5	1500	19.7
6 MORE THAN TWENTY-FOUR MONTHS	-	-	-	-
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	1	12.5	2361	31.1
8 NOT SPECIFIED OR INDEFINITE	-	-	-	-
9 SENIORITY LOST ON LAYOFF	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 3-09 RETENTION OF SENIORITY DURING ILLNESS OR INJURY				
0 NO PROVISION	6	75.0	4887	64.3
1 UP TO 1 YEAR	-	-	-	-
2 12 - 24 MONTHS	1	12.5	350	4.6
3 MORE THAN 24 MONTHS	-	-	-	-
4 VARIES BY TYPE OF INCAPACITATION	-	-	-	-
5 OTHER	1	12.5	2361	31.1
TOTAL	8	100.0	7598	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 3-10 SENIORITY ON TRANSFER FROM BARGAINING UNIT				
0 NO PROVISION	6	75.0	4867	64.3
1 SENIORITY LOST ON TRANSFER	-	-	-	-
2 SENIORITY RETAINED FOR SPECIFIED PERIOD ONLY	1	12.5	2361	31.1
3 SENIORITY RETAINED INDEFINITELY	-	-	-	-
4 VARIES DEPENDING ON CIRCUMSTANCE OF TRANSFER	-	-	-	-
5 OTHER	1	12.5	350	4.6
TOTAL	8	100.0	7598	100.0
FIELD 3-11 SUPER SENIORITY (SPECIAL SENIORITY) ON LAY-OFFS, ETC.				
0 NO PROVISION	8	100.0	7598	100.0
1 FOR UNION OFFICIALS	-	-	-	-
2 SPECIAL SKILLS, APPRENTICES	-	-	-	-
3 COMBINATION OF ALTERNATIVES	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
SECTION 4 - JOB OPPORTUNITY AND PROTECTION				
FIELD 4-01 JOB POSTING				
0 NO PROVISION	1	12.5	350	4.6
1 PROVISION	7	87.5	7248	95.4
TOTAL	8	100.0	7598	100.0
FIELD 4-02 PREFERRED EMPLOYMENT FOR OLDER OR DISABLED WORKERS (EXISTING EMPLOYEES)				
0 NO PROVISION	5	62.5	4474	58.9
1 OLDER WORKERS	-	-	-	-
2 DISABLED WORKERS	1	12.5	1500	19.7
3 COMBINATION OF BOTH OLDER AND DISABLED WORKERS	2	25.0	1624	21.4
TOTAL	8	100.0	7598	100.0
FIELD 4-03 LIMITATION OF PART-TIME WORKERS, TRAINEES				
0 NO PROVISION	7	87.5	7248	95.4
1 PROVISION	1	12.5	350	4.6
TOTAL	8	100.0	7598	100.0
FIELD 4-04 TRAINING OR RETRAINING (OTHER THAN TECHNOLOGICAL CHANGE)				
0 NO PROVISION	1	12.5	313	4.1
1 APPRENTICESHIP	3	37.5	2000	26.3
2 COMPANY PROVIDES ON-THE-JOB TRAINING EXPERIENCES	-	-	-	-
3 COMPANY SPONSORS OFF-PREMISES TRAINING PROGRAMS	-	-	-	-
4 1 AND 2	-	-	-	-
5 1 AND 3	-	-	-	-
6 2 AND 3	2	25.0	3061	40.3
7 1, 2 AND 3	-	-	-	-
8 TRAINING AT EMPLOYEE INITIATION - COMPANY MAY OR MAY NOT REIMBURSE	-	-	-	-
9 LABOUR AND MANAGEMENT TRAINING PROGRAM	-	-	-	-
10 OTHER	2	25.0	2224	29.3
TOTAL	8	100.0	7598	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 4-05 JOURNEYMAN-APPRENTICE RATIO				
0 NO PROVISION	5	62.5	5598	73.7
1 MAXIMUM 1 APPRENTICE FOR EACH JOURNEYMAN	-	-	-	-
2 MAXIMUM 1 APPRENTICE FOR EACH 2 JOURNEYMEN	-	-	-	-
3 MAXIMUM 1 APPRENTICE FOR EACH 3 JOURNEYMEN	1	12.5	150	2.0
4 MAXIMUM 1 APPRENTICE FOR EACH 4 JOURNEYMEN	-	-	-	-
5 MAXIMUM 1 APPRENTICE FOR EACH 5 JOURNEYMEN	1	12.5	350	4.6
6 MAXIMUM 1 APPRENTICE FOR EACH 6 OR MORE JOURNEYMEN	-	-	-	-
7 NOT SPECIFIED	1	12.5	1500	19.7
TOTAL	8	100.0	7598	100.0
FIELD 4-06 DISTRIBUTION OF WORK DURING SLACK PERIODS/ WORK SHARING				
0 NO PROVISION	7	87.5	7248	95.4
1 REDUCTION IN NORMAL HOURS OF WORK	-	-	-	-
2 CHANGE IN TYPE OF WORK	-	-	-	-
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	1	12.5	350	4.6
TOTAL	8	100.0	7598	100.0
FIELD 4-07 RATE ON TEMPORARY REASSIGNMENT				
0 NO PROVISION	2	25.0	1650	21.7
1 REGULAR RATE OF EMPLOYEE	-	-	-	-
2 RATE OF TEMPORARY JOB OR REGULAR JOB - WHICHEVER IS GREATER	5	62.5	4648	61.2
3 RATE OF TEMPORARY JOB	-	-	-	-
4 OTHER	1	12.5	1300	17.1
TOTAL	8	100.0	7598	100.0
FIELD 4-08 GUARANTEED EMPLOYMENT OR EARNINGS				
0 NO PROVISION	7	87.5	7448	98.0
1 DAILY GUARANTEE FOR SOME OR ALL EMPLOYEES	1	12.5	150	2.0
2 WEEKLY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
3 MONTHLY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
4 ANNUAL GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 4-09 MOONLIGHTING				
0 NO PROVISION	6	75.0	5598	73.7
1 PROHIBITED	1	12.5	700	9.2
2 PERMITTED - WITH RESTRICTIONS	1	12.5	1300	17.1
3 PERMITTED - WITHOUT RESTRICTIONS	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 4-10 CLASSIFICATION OF NEWLY-CREATED JOBS				
0 NO PROVISION	3	37.5	4785	63.0
1 UNION-MANAGEMENT CONSULTATION ONLY	2	25.0	500	6.6
2 ARBITRATION IF CONSULTATION FAILS	3	37.5	2313	30.4
3 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
SECTION 5 - TECHNOLOGICAL CHANGE				
FIELD 5-01 TECHNOLOGICAL CHANGE, ADVANCE NOTICE TO UNION				
0 NO PROVISION	1	12.5	350	4.6
1 LESS THAN THREE MONTHS	3	37.5	1763	23.2
2 THREE MONTHS	2	25.0	1624	21.4
3 SIX MONTHS	-	-	-	-
4 MORE THAN SIX MONTHS	-	-	-	-
5 NOTICE MENTIONED - TIME NOT SPECIFIED	1	12.5	2361	31.1
6 OTHER	1	12.5	1500	19.7
TOTAL	8	100.0	7598	100.0
FIELD 5-02 CONSULTATION IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	4	50.0	2500	32.9
1 CONSULTATION VIA SPECIAL LABOUR-MANAGEMENT COMMITTEE	1	12.5	313	4.1
2 CONSULTATION - DETAILS UNSPECIFIED	3	37.5	4785	63.0
3 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 5-03 ARBITRATION OF TECHNOLOGICAL CHANGE DISPUTE				
0 NO PROVISION	5	62.5	5061	66.6
1 PROVISION	3	37.5	2537	33.4
TOTAL	8	100.0	7598	100.0
FIELD 5-04 TECHNOLOGICAL CHANGE: EMPLOYMENT SECURITY				
0 NO PROVISION	3	37.5	1424	18.7
1 STRAIGHT LAYOFF	-	-	-	-
2 LAYOFF WITH SEVERANCE PAY OR S.U.B.	4	50.0	3813	50.2
3 WORK FORCE REDUCED THROUGH ATTRITION OR EARLY RETIREMENT	-	-	-	-
4 SOME FORM OF WAGE OR EMPLOYMENT GUARANTEE (OTHER THAN S.U.B./SEVERANCE)	-	-	-	-
5 COMBINATION	1	12.5	2361	31.1
6 NO REDUCTION IN TOTAL NUMBER OF EMPLOYEES	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 5-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE PAY				
0 NO PROVISION	4	50.0	4335	57.1
1 LESS THAN ONE YEAR	-	-	-	-
2 ONE YEAR	1	12.5	1300	17.1
3 TWO YEARS	1	12.5	313	4.1
4 THREE YEARS	1	12.5	150	2.0
5 FOUR YEARS	-	-	-	-
6 FIVE YEARS	-	-	-	-
7 TEN YEARS	-	-	-	-
8 OTHER	1	12.5	1500	19.7
TOTAL	8	100.0	7598	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 5-06 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	2	25.0	1274	16.8
1 ONE WEEK'S PAY PER YEAR OF SERVICE	1	12.5	313	4.1
2 ONE WEEKS'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	3	37.5	2350	30.9
3 VARIES ACCORDING TO LENGTH OF SERVICE	1	12.5	2361	31.1
4 FLAT AMOUNT (E.G. $50/YEAR OR $500 ON TERMINATION, ETC.)	-	-	-	-
5 OTHER	1	12.5	1300	17.1
TOTAL	8	100.0	7598	100.0
FIELD 5-07 MAXIMUM AMOUNT OF SEVERANCE PAY				
0 NO PROVISION	5	62.5	5085	66.9
1 LESS THAN 20 WEEKS' PAY	1	12.5	1500	19.7
2 20 - 25 WEEKS' PAY	-	-	-	-
3 26 - 29 WEEKS' PAY	1	12.5	700	9.2
4 30 - 51 WEEKS' PAY	1	12.5	313	4.1
5 52 WEEK'S PAY OR MORE	-	-	-	-
6 NO MAXIMUM	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 5-08 TECHNOLOGICAL CHANGE: NOTICE OF PERMANENT LAYOFF				
0 NO PROVISION	7	87.5	6298	82.9
1 LESS THAN THREE MONTHS	1	12.5	1300	17.1
2 THREE MONTHS OR MORE, LESS THAN SIX MONTHS	-	-	-	-
3 SIX MONTHS OR MORE, LESS THAN ONE YEAR	-	-	-	-
4 MENTIONED, NOT SPECIFIED	-	-	-	-
5 BY LENGTH OF SERVICE	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 5-09 OPTIONS FOR EMPLOYEES RETAINED				
0 NO PROVISION	3	37.5	1587	20.9
1 OPPORTUNITY TO BE TRAINED OR RETRAINED	2	25.0	850	11.2
2 MAINTENANCE OF CURRENT WAGE RATE IF REQUIRED TO MOVE TO LOWER GRADED JOB	-	-	-	-
3 GUARANTEE OF ONLY SLIGHTLY LOWER PAY IF MOVED TO LOWER GRADED JOB	-	-	-	-
4 TRANSFER ALLOWANCE AND/OR PROGRAM	-	-	-	-
5 COMBINATION OF ABOVE ALTERNATIVES	2	25.0	3861	50.8
6 OTHER	1	12.5	1300	17.1
TOTAL	8	100.0	7598	100.0
FIELD 5-10 TRAINING IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	4	50.0	2867	38.0
1 COMPANY PROGRAM	2	25.0	3061	40.3
2 UNION PROGRAM OR JOINT COMPANY-UNION PROGRAM	-	-	-	-
3 COMPANY-UNION PROGRAM IN CONJUNCTION WITH PROVINCIAL AND/OR FEDERAL GOVERNMENT	-	-	-	-
4 TRAINING OR RETRAINING MENTIONED BUT NOT SPECIFIED	2	25.0	1650	21.7
5 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 5-11 TECHNOLOGICAL CHANGE: REOPENER				
0 NO PROVISION	8	100.0	7598	100.0
1 PROVISION	-	-	-	-
TOTAL	8	100.0	7598	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 5=12 TECHNOLOGICAL CHANGE: RELOCATON ALLOWANCE				
0 NO PROVISION	5	62.5	3237	42.6
1 EMPLOYER PAYS FULL COST	2	25.0	3661	48.2
2 EMPLOYER PAYS PERCENTAGE OF COST	-	-	-	-
3 EMPLOYER PAYS PERCENTAGE OF COST, BUT MAXIMUM NOT SPECIFIED	-	-	-	-
4 FLAT AMOUNT	-	-	-	-
5 OTHER	1	12.5	700	9.2
TOTAL	8	100.0	7598	100.0

SECTION 6 - COMPENSATION PRACTICE AND RELATED PROVISIONS

FIELD 6=01 FREQUENCY OF DEFERRED WAGE INCREASES				
0 NO WAGE ADJUSTMENTS DEFERRED DURING LIFE OF AGREEMENT	2	25.0	2000	26.3
1 WAGE ADJUSTMENT EVERY SIX MONTHS	1	12.5	150	2.0
2 WAGE ADJUSTMENT YEARLY	3	37.5	4174	54.9
3 IRREGULARLY SCHEDULED WAGE INCREASES	2	25.0	1274	16.8
4 VARIES FOR DIFFERENT CATEGORIES OF WORKERS	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 6=02 OTHER WAGE ADJUSTMENTS				
0 NO PROVISION	5	62.5	5285	69.6
1 DATE SPECIFIED, AMOUNT DETERMINED LATER	1	12.5	313	4.1
2 REOPENER CLAUSE - MUTUAL CONSENT REQUIRED	1	12.5	700	9.2
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	1	12.5	1300	17.1
TOTAL	8	100.0	7598	100.0
FIELD 6=03 SEVERANCE PAY				
0 NO PROVISION	3	37.5	2774	36.5
1 SEVERANCE PAY PLAN	5	62.5	4824	63.5
2 LAYOFF BENEFITS PLAN	-	-	-	-
3 SEVERANCE PAY AND LAYOFF BENEFITS PLAN	-	-	-	-
4 PLAN EXISTS: NO DETAILS	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 6=04 SUPPLEMENTARY UNEMPLOYMENT BENEFITS				
0 NO PROVISION	8	100.0	7598	100.0
1 PROVISION	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 6=05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE BENEFITS				
0 NO PROVISION	4	50.0	5135	67.6
1 LESS THAN ONE YEAR	1	12.5	700	9.2
2 ONE YEAR	-	-	-	-
3 TWO YEARS	1	12.5	313	4.1
4 THREE YEARS	1	12.5	150	2.0
5 FIVE YEARS	-	-	-	-
6 TEN YEARS	1	12.5	1300	17.1
7 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 6-06 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	3	37.5	2774	36.5
1 ONE DAY'S PAY PER YEAR OF SERVICE	-	-	-	-
2 ONE WEEK'S PAY PER YEAR OF SERVICE	-	-	-	-
3 ONE WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	2	25.0	463	6.1
4 VARIES ACCORDING TO LENGTH OF SERVICE	3	37.5	4361	57.4
5 FLAT AMOUNT (E.G. LUMP SUM ON TERMINATION)	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 6-07 MAXIMUM ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	5	62.5	5285	69.6
1 LESS THAN 20 WEEKS' PAY	1	12.5	1300	17.1
2 20 WEEKS' PAY	-	-	-	-
3 21 - 25 WEEKS' PAY	-	-	-	-
4 26 - 29 WEEKS' PAY	1	12.5	700	9.2
5 30 - 52 WEEKS' PAY	1	12.5	313	4.1
6 NO MAXIMUM	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 6-08 COLA				
0 NO PROVISION	6	75.0	4798	63.1
1 PROVISION EXISTS AND IS EFFECTIVE DURING AGREEMENT	2	25.0	2800	36.9
2 PROVISION EXISTS AND IS TO BE IMPLEMENTED AT A LATER DATE	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 6-09 COLA: FREQUENCY				
0 NO PROVISION	6	75.0	4798	63.1
1 AUTOMATIC MONTHLY ADJUSTMENT	-	-	-	-
2 AUTOMATIC QUARTERLY ADJUSTMENT	-	-	-	-
3 AUTOMATIC SEMI-ANNUALLY ADJUSTMENT	1	12.5	1300	17.1
4 AUTOMATIC ANNUAL ADJUSTMENT	-	-	-	-
5 IN LINE WITH CONTRACT WAGE AGREEMENTS	-	-	-	-
6 ADJUSTED DURING TERM OF AGREEMENT	-	-	-	-
7 REVIEW AT IRREGULAR INTERVALS	-	-	-	-
8 CANNOT DETERMINE	-	-	-	-
9 OTHER	1	12.5	1500	19.7
TOTAL	8	100.0	7598	100.0

SECTION 7 - REGULAR HOURS AND DAYS OF WORK

FIELD 7-01 NORMAL DAILY WORK HOURS - NON OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 LESS THAN SEVEN HOURS			-	-
2 SEVEN HOURS			1246	37.2
3 7 1/4 HOURS			-	-
4 7 1/2 HOURS			-	-
5 7 3/4 HOURS			-	-
6 EIGHT HOURS			2109	62.8
7 MORE THAN EIGHT HOURS			-	-
8 FLEXIBLE WORK HOURS			-	-
9 OTHER			-	-
TOTAL			3357	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-02 NORMAL DAILY WORK HOURS - OFFICE EMPLOYEES				
0 NO PROVISION	-	-	-	-
1 LESS THAN SEVEN HOURS	-	-	-	-
2 SEVEN HOURS	376	8.9	376	8.9
3 7 1/4 HOURS	1300	30.7	1300	30.7
4 7 1/2 HOURS	179	4.2	179	4.2
5 7 3/4 HOURS	-	-	-	-
6 EIGHT HOURS	25	0.6	25	0.6
7 MORE THAN EIGHT HOURS	-	-	-	-
8 FLEXIBLE WORK HOURS	-	-	-	-
9 OTHER	2361	55.7	2361	55.7
TOTAL	4241	100.0	4241	100.0
FIELD 7-03 NORMAL WEEKLY WORK DAYS - NON OFFICE EMPLOYEES				
0 NO PROVISION	-	-	-	-
1 THREE DAYS	-	-	-	-
2 FOUR DAYS	-	-	-	-
3 FIVE DAYS	3357	100.0	3357	100.0
4 VARIES BY SEASON, LOCATION, ETC.	-	-	-	-
5 NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)	-	-	-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	3357	100.0	3357	100.0
FIELD 7-04 NORMAL WEEKLY WORK DAYS - OFFICE EMPLOYEES				
0 NO PROVISION	-	-	-	-
1 THREE DAYS	-	-	-	-
2 FOUR DAYS	-	-	-	-
3 FIVE DAYS	1880	44.3	1880	44.3
4 VARIES BY SEASON, LOCATION, ETC.	-	-	-	-
5 NO STANDARD WEEKLY WORK DAYS	-	-	-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)	-	-	-	-
7 OTHER	2361	55.7	2361	55.7
TOTAL	4241	100.0	4241	100.0
FIELD 7-05 NORMAL WEEKLY WORK HOURS - NON OFFICE EMPLOYEES				
0 NO PROVISION	-	-	-	-
1 LESS THAN 35 HOURS	-	-	-	-
2 35 HOURS	1248	37.2	1248	37.2
3 37 1/2 HOURS	-	-	-	-
4 40 HOURS	2109	62.8	2109	62.8
5 MORE THAN 40 HOURS	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	3357	100.0	3357	100.0
FIELD 7-06 NORMAL WEEKLY WORK HOURS - OFFICE EMPLOYEES				
0 NO PROVISION	-	-	-	-
1 LESS THAN 35 HOURS	-	-	-	-
2 35 HOURS	376	8.9	376	8.9
3 37 1/2 HOURS	179	4.2	179	4.2
4 40 HOURS	25	0.6	25	0.6
5 MORE THAN 40 HOURS	-	-	-	-
6 OTHER	3661	86.3	3661	86.3
TOTAL	4241	100.0	4241	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-07 DAYS OFF PER WEEK				
0 NO PROVISION	-	-	-	-
1 TWO DAYS (CONSECUTIVE)	8	100.0	7598	100.0
2 TWO DAYS (NOT CONSECUTIVE)	-	-	-	-
3 THREE DAYS (CONSECUTIVE)	-	-	-	-
4 THREE DAYS (NOT CONSECUTIVE)	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 VARIED FOR CONTINUOUS OR NON-CONTINUOUS OPERATIONS	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 7-08 REPORTING PAY - WORK NOT COMMENCED				
0 LEGISLATION (2 HOURS' PAY)	7	87.5	7448	98.0
1 THREE HOURS' PAY	-	-	-	-
2 FOUR HOURS' PAY	1	12.5	150	2.0
3 FULL SHIFT'S PAY	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 7-09 REPORTING PAY - WORK HAS COMMENCED				
0 LEGISLATION (4 HOURS' PAY)	8	100.0	7598	100.0
1 MORE THAN FOUR HOURS' PAY BUT LESS THAN A FULL SHIFT'S PAY	-	-	-	-
2 FULL SHIFT'S PAY	-	-	-	-
3 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 7-10 PAID REST PERIODS				
0 NO PROVISION	-	-	-	-
1 TWO FOR A TOTAL OF 20 MINUTES	1	12.5	350	4.6
2 TWO FOR A TOTAL OF 30 MINUTES	6	75.0	4867	64.3
3 TWO FOR A TOTAL OF 40 MINUTES	-	-	-	-
4 VARIES WITH DIFFERENT CATEGORIES OF EMPLOYEES	1	12.5	2361	31.1
5 REST PERIOD MENTIONED BUT NOT SPECIFIED	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 7-11 NOTICE OF CHANGE IN HOURS, DAYS, SHIFTS, ETC.				
0 NO PROVISION	6	75.0	6524	85.9
1 LESS THAN ONE DAY (24 HOURS)	-	-	-	-
2 ONE DAY (24 HOURS)	-	-	-	-
3 MORE THAN ONE DAY LESS THAN THREE	-	-	-	-
4 THREE DAYS TO LESS THAN SEVEN	-	-	-	-
5 SEVEN TO FOURTEEN DAYS	1	12.5	924	12.2
6 MORE THAN FOURTEEN DAYS	1	12.5	150	2.0
7 NOTICE MENTIONED BUT NOT SPECIFIED	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 7-12 PORTAL-TO-PORTAL				
0 NO PROVISION	5	62.5	6174	81.3
1 PROVISION	3	37.5	1424	18.7
TOTAL	8	100.0	7598	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-13 PAID WASH, CLEAN UP, OR CLOTHES CHANGING PERIODS				
0 NO PROVISION	6	75.0	6324	83.2
1 PROVISION	2	25.0	1274	16.8
TOTAL	8	100.0	7598	100.0
FIELD 7-14 FLEXIBLE STARTING/QUITTING HOURS				
0 NO PROVISION	6	75.0	5974	78.6
1 PROVISION	2	25.0	1624	21.4
TOTAL	8	100.0	7598	100.0
FIELD 7-15 COMPRESSED WORK WEEK				
0 NO PROVISION	4	50.0	3300	43.4
1 THREE DAY WEEK IN PROGRESS	-	-	-	-
2 FOUR DAY WEEK IN PROGRESS	1	12.5	313	4.1
3 ALTERNATING 4, 5, IN PROGRESS	2	25.0	3061	40.3
4 TO COMMENCE DURING TERM OF AGREEMENT	-	-	-	-
5 UNDER STUDY	1	12.5	924	12.2
6 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0

SECTION 8 - OVERTIME AND PREMIUM PAY

FIELD 8-01 OVERTIME RATE AFTER NORMAL DAILY WORK HOURS				
0 1 1/2 X	-	-	-	-
1 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
2 1 1/2 X FOR TWO HOURS, THEN 2 X	6	75.0	7135	93.9
3 1 1/2 X FOR THREE HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	-	-	-	-
6 2 X	2	25.0	463	6.1
7 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 8-02 OVERTIME RATE AFTER NORMAL WEEKLY WORK HOURS				
0 1 1/2 X	2	25.0	2424	31.9
1 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
2 1 1/2 X FOR TWO HOURS, THEN 2 X	2	25.0	2000	26.3
3 1 1/2 X FOR THREE HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	1	12.5	350	4.6
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	-	-	-	-
6 2 X	2	25.0	403	6.1
7 OTHER	1	12.5	2361	31.1
TOTAL	8	100.0	7598	100.0
FIELD 8-03 OVERTIME RATE ON SIXTH DAY (OR FIRST DAY NOT NORMALLY WORKED)				
0 NO PROVISION	-	-	-	-
1 1 1/2 X	-	-	-	-
2 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	1	12.5	1300	17.1
4 1 1/2 X FOR THREE HOURS, THEN 2 X	-	-	-	-
5 1 1/2 X FOR FOUR HOURS, THEN 2 X	1	12.5	350	4.6
6 2 X	5	62.5	4448	58.5
7 OTHER	1	12.5	1500	19.7
TOTAL	8	100.0	7598	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-04 OVERTIME RATE ON SEVENTH DAY (OR SECOND DAY NOT NORMALLY WORKED)				
0 NO PROVISION	-	-	-	-
1 1 1/2 X	-	-	-	-
2 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	7	87.5	6098	80.3
6 3 X	-	-	-	-
7 OVERTIME RATE TIMES SUNDAY PREMIUM RATE (E.G. 1 1/2 X 1 1/2 X)	-	-	-	-
8 OTHER	1	12.5	1500	19.7
TOTAL	8	100.0	7598	100.0
FIELD 8-05 OVERTIME COMPENSATION				
0 NO PROVISION	-	-	-	-
1 PAY ONLY	2	25.0	500	6.6
2 FULL COMPENSATORY TIME OFF	-	-	-	-
3 CHOICE OF PAY OR COMPENSATORY TIME OFF	6	75.0	7098	93.4
4 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 8-06 RIGHT TO REFUSE OVERTIME				
0 NO PROVISION	-	-	-	-
1 RIGHT TO REFUSE	5	62.5	6398	84.2
2 NO RIGHT TO REFUSE	-	-	-	-
3 OVERTIME COMPULSORY IN CASES OF EMERGENCY	1	12.5	700	9.2
4 OTHER	2	25.0	500	6.6
TOTAL	8	100.0	7598	100.0
FIELD 8-07 DISTRIBUTION OF OVERTIME				
0 NO PROVISION	3	37.5	2574	33.9
1 BASED ON SENIORITY	2	25.0	1813	23.9
2 SHARED AMONG ALL EMPLOYEES	3	37.5	3211	42.3
3 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 8-08 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON SATURDAY				
0 NO PROVISION	6	75.0	7098	93.4
1 NO PREMIUM RATE FOR REGULAR SATURDAY WORK (I.E. STRAIGHT TIME)	1	12.5	150	2.0
2 1 1/2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	-	-	-	-
6 FLAT AMOUNT PER HOUR OR DAY	-	-	-	-
7 PERCENTAGE OF REGULAR RATE	-	-	-	-
8 OTHER	1	12.5	350	4.6
TOTAL	8	100.0	7598	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-09 PREMIUM RATE FOR REGULAR SCHEDULED WORK ON SUNDAY				
0 NO PROVISION	6	75.0	7098	93.4
1 NO PREMIUM RATE FOR REGULAR SUNDAY WORK (I.E.STRAIGHT TIME)	1	12.5	150	2.0
2 1 1/2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	-	-	-	-
6 FLAT AMOUNT PER HOUR OR PER DAY	-	-	-	-
7 PERCENTAGE OF REGULAR RATE	-	-	-	-
8 OTHER	1	12.5	350	4.6
TOTAL	8	100.0	7598	100.0
FIELD 8-10 CALL-IN (CALL-BACK) PAY GUARANTEE				
0 NO PROVISION	1	12.5	350	4.6
1 MINIMUM OF TWO HOURS AT STRAIGHT TIME	-	-	-	-
2 MINIMUM OF THREE HOURS AT STRAIGHT TIME	-	-	-	-
3 MINIMUM OF FOUR HOURS AT STRAIGHT TIME	3	37.5	3113	41.0
4 MORE THAN FOUR HOURS' PAY AT STRAIGHT TIME	-	-	-	-
5 MINIMUM OF TWO HOURS AT OVERTIME RATE	-	-	-	-
6 MINIMUM OF THREE HOURS AT OVERTIME RATE	2	25.0	1624	21.4
7 MINIMUM OF FOUR HOURS AT OVERTIME RATE	1	12.5	150	2.0
8 MORE THAN FOUR HOURS' PAY AT OVERTIME RATE	-	-	-	-
9 OVERTIME RATE, NO MINIMUM GUARANTEE	-	-	-	-
10 1 1/2 X FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	-	-	-	-
11 DOUBLE TIME FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	-	-	-	-
12 OTHER	1	12.5	2361	31.1
TOTAL	8	100.0	7598	100.0
FIELD 8-11 PAID MEAL PERIOD				
0 NO PROVISION	2	25.0	663	8.7
1 ON OVERTIME, CALL-IN, HOLIDAY WORK, ETC.	6	75.0	6935	91.3
2 ON DESIGNATED SHIFTS	-	-	-	-
3 1 AND 2	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 8-12 MEAL ALLOWANCE ON OVERTIME OR CALL-IN				
0 NO PROVISION	3	37.5	813	10.7
1 LESS THAN $4.00	-	-	-	-
2 $4.00 TO $4.99	-	-	-	-
3 $5.00 TO $5.99	2	25.0	3861	50.8
4 $6.00 TO $6.99	-	-	-	-
5 $7.00 AND MORE	1	12.5	700	9.2
6 MEAL PROVIDED	-	-	-	-
7 OTHER	2	25.0	2224	29.3
TOTAL	8	100.0	7598	100.0
FIELD 8-13 RATE FOR TRAVEL TIME ON OVERTIME, CALL-IN, ETC.				
0 NO PROVISION	5	62.5	3963	52.2
1 1 1/2 X	-	-	-	-
2 1 1/2 X FOLLOWED BY A HIGHER RATE	2	25.0	3285	43.2
3 2 X	-	-	-	-
4 FLAT AMOUNT	-	-	-	-
5 OTHER	1	12.5	350	4.6
TOTAL	8	100.0	7598	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-14 STAND-BY PAY				
0 NO PROVISION	4	50.0	2313	30.4
1 PROVISION	4	50.0	5285	69.6
TOTAL	8	100.0	7598	100.0
FIELD 8-15 PREMIUM PAY FOR HAZARDOUS, DIRTY, OR UNDERGROUND WORK				
0 NO PROVISION	7	87.5	6674	87.8
1 MULTIPLE RATE (I.E. 1 1/4 X, 1 1/2 X, OR 2 X)	-	-	-	-
2 FLAT AMOUNT PER HOUR IN ADDITION TO REGULAR WAGES	1	12.5	924	12.2
3 PERCENTAGE OF REGULAR RATE	-	-	-	-
4 REDUCED SHIFT	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 8-16 SECOND SHIFT DIFFERENTIAL				
0 NO PROVISION	-	-	-	-
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 49 CENTS PER HOUR	1	12.5	350	4.6
4 50 - 75 CENTS PER HOUR	4	50.0	4424	58.2
5 MORE THAN 75 CENTS PER HOUR	1	12.5	313	4.1
6 1/2 HOUR'S PAY PER SHIFT	1	12.5	150	2.0
7 1 HOUR'S PAY PER SHIFT	-	-	-	-
8 PERCENTAGE OF HOURLY WAGE RATE	1	12.5	2361	31.1
9 FLAT AMOUNT PER SHIFT	-	-	-	-
10 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	-	-	-	-
11 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 8-17 THIRD SHIFT PREMIUM				
0 NO PROVISION	1	12.5	150	2.0
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 49 CENTS PER HOUR	-	-	-	-
4 50 - 74 CENTS PER HOUR	4	50.0	3474	45.7
5 75 - $1.00 PER HOUR	1	12.5	1300	17.1
6 MORE THAN $1.00 PER HOUR	1	12.5	313	4.1
7 1/2 HOUR'S PAY PER SHIFT	-	-	-	-
8 ONE HOUR'S PAY PER SHIFT	-	-	-	-
9 TWO HOUR'S PAY PER SHIFT	-	-	-	-
10 PERCENTAGE OF HOURLY WAGE RATE	1	12.5	2361	31.1
11 FLAT AMOUNT PER SHIFT	-	-	-	-
12 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	-	-	-	-
13 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 8-18 SPLIT SHIFT DIFFERENTIAL				
0 NO PROVISION	7	87.5	6674	87.8
1 LESS THAN 20 CENTS	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 49 CENTS PER HOUR	1	12.5	924	12.2
4 50 - 75 CENTS PER HOUR	-	-	-	-
5 MORE THAN 75 CENTS PER HOUR	-	-	-	-
6 ONE HOUR'S PAY PER SHIFT	-	-	-	-
7 FLAT AMOUNT PER SHIFT	-	-	-	-
8 SPLIT SHIFT PROHIBITED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-19 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR				
0 NO PROVISION	3	37.5	2163	28.5
1 PROVISION	5	62.5	5435	71.5
TOTAL	8	100.0	7598	100.0
FIELD 8-20 ISOLATION/NORTHERN ALLOWANCE				
0 NO PROVISION	5	62.5	4674	61.5
1 PROVISION	3	37.5	2924	38.5
TOTAL	8	100.0	7598	100.0

SECTION 9 - PAID HOLIDAYS

FIELD 9-01 NUMBER OF PAID HOLIDAYS (STATUTORY AND FLOATING PER YEAR)				
0 NO PROVISION	-	-	-	-
1 EIGHT DAYS OR LESS	-	-	-	-
2 NINE DAYS	-	-	-	-
3 TEN DAYS	2	25.0	1850	24.3
4 ELEVEN DAYS	4	50.0	5285	69.6
5 TWELVE DAYS	1	12.5	313	4.1
6 THIRTEEN DAYS	1	12.5	150	2.0
7 FOURTEEN DAYS	-	-	-	-
8 FIFTEEN DAYS	-	-	-	-
9 SIXTEEN DAYS OR MORE	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 9-02 REQUIREMENTS TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	2	25.0	2414	31.9
1 MINIMUM LENGTH OF SERVICE	1	12.5	700	9.2
2 WORK ON SCHEDULED DAY BEFORE HOLIDAY	-	-	-	-
3 WORK ON SCHEDULED DAY AFTER HOLIDAY	-	-	-	-
4 WORK SCHEDULED BOTH DAY BEFORE AND DAY AFTER HOLIDAY	4	50.0	4161	54.8
5 WORK SCHEDULED EITHER DAY BEFORE OR DAY AFTER HOLIDAY	1	12.5	313	4.1
6 MINIMUM LENGTH OF SERVICE PLUS 2, 3, 4 OR 5	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 9-03 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	5	62.5	5448	71.7
1 LESS THAN ONE MONTH	1	12.5	1300	17.1
2 ONE MONTH	-	-	-	-
3 TWO MONTHS	-	-	-	-
4 MORE THAN TWO MONTHS	-	-	-	-
5 DESIGNATED NUMBER OF SHIFTS OR HOURS	1	12.5	700	9.2
6 OTHER	1	12.5	150	2.0
TOTAL	8	100.0	7598	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 9-04 PREMIUM RATE ON A SCHEDULED HOLIDAY				
0 NO PROVISION	-	-	-	-
1 ANOTHER DAY OFF	1	12.5	350	4.6
2 1 1/2 X FOR HOURS WORKED PLUS EITHER HOLIDAY PAY OR ANOTHER DAY OFF	1	12.5	2361	31.1
3 2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	5	62.5	3387	44.6
4 2 1/2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	-	-	-	-
5 OTHER	1	12.5	1500	19.7
TOTAL	8	100.0	7598	100.0
FIELD 9-05 PAID HOLIDAY FALLING ON SCHEDULED DAY OFF				
0 NO PROVISION	2	25.0	1650	21.7
1 ANOTHER PAID DAY OFF SUCH AS PRECEDING FRIDAY, FOLLOWING MONDAY	5	62.5	5598	73.7
2 AN EXTRA DAY'S PAY	-	-	-	-
3 1 OR 2	1	12.5	350	4.6
4 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 9-06 PAID HOLIDAY FALLING WITHIN VACATION				
0 NO PROVISION	3	37.5	2000	26.3
1 ANOTHER PAID DAY OFF	4	50.0	4898	64.5
2 ANOTHER DAY'S PAY	-	-	-	-
3 1 OR 2	1	12.5	700	9.2
4 NOT GRANTED	-	-	-	-
TOTAL	8	100.0	7598	100.0
SECTION 10 - PAID ANNUAL VACATION				
FIELD 10-01 VACATION IN FIRST YEAR OF EMPLOYMENT				
0 NO PROVISION	2	25.0	1650	21.7
1 TAKES ALL OF VACATION EARNED FOR FULL YEAR'S SERVICE	-	-	-	-
2 ONE WEEK AFTER 6 MONTHS	-	-	-	-
3 GRADUATED ACCORDING TO LENGTH OF SERVICE	3	37.5	2924	38.5
4 OTHER	3	37.5	3024	39.8
TOTAL	8	100.0	7598	100.0
FIELD 10-02 MAXIMUM ANNUAL PAID VACATION				
0 NO PROVISION	-	-	-	-
1 TWO WEEKS	-	-	-	-
2 THREE WEEKS	-	-	-	-
3 FOUR WEEKS	2	25.0	3861	50.8
4 FIVE WEEKS	1	12.5	350	4.6
5 SIX WEEKS	3	37.5	1774	23.3
6 SEVEN WEEKS	2	25.0	1613	21.2
7 EIGHT WEEKS	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-03 YEARS OF SERVICE FOR THREE WEEKS PAID VACATION				
0 NO PROVISION	-	-	-	-
1 MINIMUM GREATER THAN THREE WEEKS	-	-	-	-
2 ONE YEAR OF SERVICE	4	50.0	5285	69.6
3 TWO YEARS	1	12.5	350	4.6
4 THREE YEARS	2	25.0	463	6.1
5 FOUR YEARS	-	-	-	-
6 FIVE YEARS	1	12.5	1500	19.7
7 SIX YEARS	-	-	-	-
8 NOT SPECIFIED, CANNOT DETERMINE	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 10-04 YEARS OF SERVICE FOR FOUR WEEKS PAID VACATION				
0 NO PROVISION	-	-	-	-
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	1	12.5	1300	17.1
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	1	12.5	700	9.2
8 EIGHT YEARS	3	37.5	3598	47.4
9 NINE YEARS	2	25.0	500	6.6
10 TEN YEARS	1	12.5	1500	19.7
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	8	100.0	7598	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-05 YEARS OF SERVICE FOR FIVE WEEKS PAID VACATION				
0 NO PROVISION	2	25.0	3861	50.6
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	1	12.5	1306	17.1
11 ELEVEN YEARS	1	12.5	700	9.2
12 TWELVE YEARS	1	12.5	924	12.2
13 THIRTEEN YEARS	1	12.5	313	4.1
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	1	12.5	150	2.0
20 TWENTY YEARS	1	12.5	350	4.6
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 10-06 YEARS OF SERVICE FOR SIX WEEKS PAID VACATION				
0 NO PROVISION	4	50.0	4911	64.6
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	1	12.5	1300	17.1
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	1	12.5	313	4.1
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	1	12.5	924	12.2
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	1	12.5	150	2.0
30 THIRTY YEARS	-	-	-	-
TOTAL	8	100.0	7596	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-07 YEARS OF SERVICE FOR SEVEN WEEKS PAID VACATION				
0 NO PROVISION	6	75.0	5985	78.8
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	1	12.5	1300	17.1
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	1	12.5	313	4.1
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY OR MORE YEARS	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 10-08 YEARS OF SERVICE FOR EIGHT WEEKS PAID VACATION				
0 NO PROVISION	8	100.0	7598	100.0
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 EVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY OR MORE YEARS	-	-	-	-
TOTAL	8	100.0	7598	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-09 ANNUAL VACATION PAY				
0 NO PROVISION	-	-	-	-
1 REGULAR PAY	5	62.5	5635	74.2
2 PERCENTAGE OF YEARLY GROSS EARNINGS	1	12.5	150	2.0
3 1 OR 2, WHICHEVER IS GREATER	2	25.0	1813	23.9
4 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 10-10 VACATION CARRY-OVER				
0 NO PROVISION	2	25.0	1850	24.3
1 WITH LIMITATIONS	5	62.5	5598	73.7
2 WITHOUT LIMITATIONS	-	-	-	-
3 NOT ALLOWED	1	12.5	150	2.0
4 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 10-11 SPECIAL EXTENDED VACATIONS				
0 NO PROVISION	7	87.5	6674	87.8
1 EXTENDED VACATION AT CERTAIN TIMES OF THE YEAR	-	-	-	-
2 EXTENDED VACATION IN DESIGNATED YEARS OF SERVICE	-	-	-	-
3 OTHER	1	12.5	924	12.2
TOTAL	8	100.0	7598	100.0

SECTION 11 - LEAVE OF ABSENCE PROVISIONS

FIELD 11-01 BEREAVEMENT LEAVE (IMMEDIATE FAMILY)				
0 NO PROVISION	-	-	-	-
1 ONE DAY	-	-	-	-
2 TWO DAYS	-	-	-	-
3 THREE DAYS	4	50.0	3300	43.4
4 FOUR DAYS	-	-	-	-
5 FIVE DAYS	1	12.5	924	12.2
6 LEAVE VARIES DEPENDING ON CIRCUMSTANCES	2	25.0	3061	40.3
7 LEAVE MENTIONED BUT LENGTH NOT SPECIFIED	1	12.5	313	4.1
8 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 11-02 LEAVE FOR COURT OR JURY DUTY				
0 NO PROVISION	-	-	-	-
1 PROVISION FOR FULL REGULAR PAY	8	100.0	7598	100.0
2 OTHER (NOT SPECIFIED OR LESS THAN FULL REGULAR PAY)	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 11-03 LEAVE FOR UNION BUSINESS (OTHER THAN HANDLING OF GRIEVANCES)				
0 NO PROVISION	-	-	-	-
1 PAID LEAVE	-	-	-	-
2 UNPAID LEAVE	3	37.5	813	10.7
3 PAID OR UNPAID LEAVE - DEPENDS ON CIRCUMSTANCES	5	62.5	6785	89.3
4 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 11-04 PAID LEAVE: MARRIAGE				
0 NO PROVISION	6	75.0	5974	78.6
1 PROVISION EXISTS, BUT IS NOT SPECIFIED	-	-	-	-
2 ONE DAY	-	-	-	-
3 TWO DAYS	-	-	-	-
4 THREE DAYS	2	25.0	1624	21.4
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 11-05 ELIGIBILITY FOR MATERNITY LEAVE				
0 NO PROVISION	7	87.5	6674	87.8
1 ONE MONTHS' SERVICE	-	-	-	-
2 TWO TO SIX MONTHS' SERVICE	1	12.5	924	12.2
3 MORE THAN SIX MONTHS	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 11-06 MATERNITY LEAVE: MAXIMUM DURATION (BASIC LEAVE)				
0 NO PROVISION	2	25.0	506	6.6
1 17 WEEKS	-	-	-	-
2 18 WEEKS	3	37.5	5161	67.9
3 19 - 25 WEEKS	1	12.5	924	12.2
4 26 WEEKS	2	25.0	1013	13.3
5 27 - 52 WEEKS	-	-	-	-
6 VARIES ACCORDING TO LENGTH OF SERVICE	-	-	-	-
7 NOT SPECIFIED, CANNOT DETERMINE	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 11-07 MATERNITY LEAVE WITH PAY				
0 NO PROVISION	8	100.0	7598	100.0
1 WEEKLY INDEMNITY OR GROUP INSURANCE PLAN	-	-	-	-
2 USE OF SICK LEAVE	-	-	-	-
3 LEAVE OF ABSENCE, NO PAY LOSS	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 11-08 SENIORITY DURING MATERNITY LEAVE				
0 NO PROVISION	3	37.5	2000	26.3
1 SENIORITY RETAINED	4	50.0	5285	69.6
2 SENIORITY ACCUMULATED	-	-	-	-
3 NOT MENTIONED IF SENIORITY RETAINED OR ACCUMMULATED	1	12.5	313	4.1
4 SENIORITY ACCUMULATED UP TO CERTAIN PERIOD, THEN RETAINED	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 11-09 PAID LEAVE: PATERNITY				
0 NO PROVISION	6	75.0	5974	78.6
1 NOT SPECIFIC	-	-	-	-
2 ONE DAY	2	25.0	1624	21.4
3 TWO DAYS	-	-	-	-
4 THREE DAYS	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0

	AGREEMENTS No.	%	EMPLOYEES No.	%
FIELD 11-10 LEAVE - ADOPTION				
0 NO PROVISION	6	75.0	4537	59.7
1 PAID LEAVE	-	-	-	-
2 UNPAID LEAVE	2	25.0	3061	40.3
3 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 11-11 LEAVE: EDUCATION				
0 NO PROVISION	4	50.0	2313	30.4
1 LEAVE WITH FULL PAY	-	-	-	-
2 LEAVE WITH PARTIAL PAY	-	-	-	-
3 LEAVE WITHOUT PAY	2	25.0	3061	40.3
4 LEAVE PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	-	-	-	-
5 OTHER	2	25.0	2224	29.3
TOTAL	8	100.0	7598	100.0
FIELD 11-12 SICK FAMILY MEMBER CARE LEAVE				
0 NO PROVISION	6	75.0	5374	70.7
1 ONE DAY	-	-	-	-
2 TWO DAYS	-	-	-	-
3 THREE DAYS	-	-	-	-
4 FOUR DAYS	-	-	-	-
5 FIVE DAYS	-	-	-	-
6 PROVIDED FOR, BUT DEDUCTED FROM SICK LEAVE	-	-	-	-
7 OTHER	2	25.0	2224	29.3
TOTAL	8	100.0	7598	100.0
FIELD 11-13 MAINTENANCE OF BENEFITS ON LIMITED LAYOFFS OR LEAVE OF ABSENCE				
0 NO PROVISION	4	50.0	2687	36.0
1 EMPLOYEE TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	3	37.5	4011	52.8
2 EMPLOYEE PARTIALLY RESPONSIBLE (MAKE UP CONTRIBUTION DURING OR AFTER ABSENCE)	1	12.5	700	9.2
3 EMPLOYER TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	-	-	-	-
4 MENTIONED BUT NOT SPECIFIED	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 11-14 PERSONAL LEAVE OF ABSENCE (UNPAID)				
0 NO PROVISION	1	12.5	2361	31.1
1 PROVISION	7	87.5	5237	68.9
TOTAL	8	100.0	7598	100.0

SECTION 12 - HEALTH AND WELFARE PROVISIONS

FIELD 12-01 TYPE OF HEALTH AND WELFARE COVERAGE				
0 NO PROVISION	-	-	-	-
1 HEALTH AND WELFARE FUND	1	12.5	150	2.0
2 SERIES OF PLANS	7	87.5	7448	98.0
3 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 12-02 SERVICE REQUIREMENT TO QUALIFY FOR HEALTH AND WELFARE				
0 NO PROVISION	5	62.5	3037	40.0
1 IMMEDIATELY ON BEING EMPLOYED	-	-	-	-
2 ONE MONTH	-	-	-	-
3 THREE MONTHS	-	-	-	-
4 SIX MONTHS	-	-	-	-
5 ONE YEAR	-	-	-	-
6 VARIES ACCORDING TO PARTICULAR BENEFIT	2	25.0	3061	40.3
7 OTHER	1	12.5	1500	19.7
TOTAL	8	100.0	7598	100.0
FIELD 12-03 EMPLOYER CONTRIBUTION TO HEALTH AND WELFARE FUND				
0 NO HEALTH AND WELFARE FUND	7	87.5	7448	98.0
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 39 CENTS PER HOUR	-	-	-	-
4 40 - 49 CENTS PER HOUR	-	-	-	-
5 50 - 74 CENTS PER HOUR	-	-	-	-
6 75 CENTS - $1.00 PER HOUR	-	-	-	-
7 MORE THAN $1.00 PER HOUR	1	12.5	150	2.0
8 FUND MENTIONED BUT AMOUNT NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 12-04 EMPLOYER CONTRIBUTION TO BASIC HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	-	-	-	-
1 100% OF PREMIUM	5	62.5	5598	73.7
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	12.5	350	4.6
5 50% OF PREMIUM	1	12.5	1500	19.7
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	1	12.5	150	2.0
10 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 12-05 EMPLOYER CONTRIBUTION TO EXTENDED HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	1	12.5	1500	19.7
1 100% OF PREMIUM	5	62.5	5598	73.7
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	12.5	350	4.6
5 50% OF PREMIUM	-	-	-	-
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	1	12.5	150	2.0
10 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-06 TYPE OF PAID SICK LEAVE				
0 PLAN NOT MENTIONED IN AGREEMENT	-	-	-	-
1 FLAT ALLOWANCE (IN TIME PER MONTH, YEAR, ETC.)	1	12.5	1500	19.7
2 GRADUATED ALLOWANCE ACCORDING TO SERVICE	-	-	-	-
3 ALLOWANCE PER DISABILITY	-	-	-	-
4 FLAT AMOUNT IN LIEU OF SICK PAY (E.G.$3 PER MONTH)	-	-	-	-
5 WEEKLY INDEMNITY PLAN	2	25.0	2711	35.7
6 BOTH SICK LEAVE AND WEEKLY INDEMNITY PLAN	5	62.5	3387	44.6
7 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 12-07 NUMBER OF DAYS PAID SICK LEAVE PER YEAR				
0 NO PROVISION	2	25.0	2711	35.7
1 ONE TO SIX DAYS	3	37.5	1937	25.5
2 SEVEN TO TWELVE DAYS	-	-	-	-
3 THIRTEEN TO FIFTEEN DAYS	-	-	-	-
4 SIXTEEN TO EIGHTEEN DAYS	1	12.5	1300	17.1
5 NINETEEN OR MORE DAYS	-	-	-	-
6 VARIES WITH LENGTH OF SERVICE	-	-	-	-
7 OTHER	2	25.0	1650	21.7
TOTAL	8	100.0	7598	100.0
FIELD 12-08 MAXIMUM ACCUMULATION OF UNUSED PAID SICK LEAVE				
0 NO PROVISION	6	75.0	5785	76.1
1 30 DAYS OR LESS	-	-	-	-
2 31 TO 90 DAYS	1	12.5	313	4.1
3 91 TO 120 DAYS	-	-	-	-
4 121 TO 150 DAYS	-	-	-	-
5 151 TO 200 DAYS	-	-	-	-
6 201 TO 250 DAYS	-	-	-	-
7 MORE THAN 250 DAYS, BUT LIMITED	-	-	-	-
8 UNLIMITED ACCUMULATION	-	-	-	-
9 OTHER	1	12.5	1500	19.7
TOTAL	8	100.0	7598	100.0
FIELD 12-09 CONVERSION OF UNUSED SICK LEAVE				
0 NO PROVISION	6	75.0	5985	78.8
1 ANNUAL CONVERSION TO CASH OR DAYS OFF	-	-	-	-
2 FULL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	-	-	-	-
3 PARTIAL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	1	12.5	1300	17.1
4 COMBINATION	1	12.5	313	4.1
5 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 12-10 EMPLOYER CONTRIBUTION TO SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	2	25.0	1650	21.7
1 100% OF PREMIUM	5	62.5	5598	73.7
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	12.5	350	4.6
5 50% OF PREMIUM	-	-	-	-
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-11 MAXIMUM PERIOD OF SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	1	12.5	1500	19.7
1 LESS THAN 12 WEEKS	-	-	-	-
2 13 WEEKS	-	-	-	-
3 26 WEEKS	3	37.5	1963	25.8
4 39 WEEKS	-	-	-	-
5 52 WEEKS	-	-	-	-
6 VARIES ACCORDING TO LENGTH OF SERVICE	1	12.5	2361	31.1
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	12.5	150	2.0
8 OTHER	2	25.0	1624	21.4
TOTAL	8	100.0	7598	100.0
FIELD 12-12 MAXIMUM AMOUNT OF SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	1	12.5	1500	19.7
1 $100 OR LESS	-	-	-	-
2 $101 TO $150 PER WEEK	-	-	-	-
3 $151 TO $200 PER WEEK	-	-	-	-
4 MORE THAN $200 PER WEEK	-	-	-	-
5 PERCENTAGE OF EARNINGS	3	37.5	2313	30.4
6 EQUAL TO MAXIMUM UNEMPLOYMENT INSURANCE BENEFIT	1	12.5	350	4.6
7 VARIES ACCORDING TO EARNINGS	2	25.0	3285	43.2
8 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	1	12.5	150	2.0
9 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 12-13 LONG-TERM INCOME CONTINUANCE INSURANCE PLAN				
0 NO PROVISION	3	37.5	1963	25.8
1 PROVISION	5	62.5	5635	74.2
TOTAL	8	100.0	7598	100.0
FIELD 12-14 EMPLOYER CONTRIBUTION TO LIFE INSURANCE PLAN				
0 NO PROVISION	1	12.5	1500	19.7
1 100% OF PREMIUM	4	50.0	4298	56.6
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	12.5	350	4.6
5 50% OF PREMIUM	1	12.5	1300	17.1
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	1	12.5	150	2.0
9 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 12-15 AMOUNT OF LIFE INSURANCE BENEFITS				
0 NO PROVISION	1	12.5	1500	19.7
1 $5,000 OR LESS	-	-	-	-
2 $5,001 TO $10,000	-	-	-	-
3 $10,001 TO $15,000	-	-	-	-
4 $15,001 TO $20,000	1	12.5	350	4.6
5 MORE THAN $20,000	-	-	-	-
6 VARIES ACCORDING TO EARNINGS	3	37.5	2537	33.4
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	1	12.5	700	9.2
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	1	12.5	150	2.0
9 OTHER	1	12.5	2361	31.1
TOTAL	8	100.0	7598	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-16 EMPLOYER CONTRIBUTION TO ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	2	25.0	1813	23.9
1 100% OF PREMIUM	2	25.0	1624	21.4
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	12.5	350	4.6
5 50% OF PREMIUM	1	12.5	1300	17.1
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	1	12.5	150	2.0
10 OTHER	1	12.5	2361	31.1
TOTAL	8	100.0	7598	100.0
FIELD 12-17 MAXIMUM AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	2	25.0	1813	23.9
1 $5,000 OR LESS	-	-	-	-
2 $5,001 TO $10,000	-	-	-	-
3 $10,001 TO $15,000	-	-	-	-
4 $15,001 TO $20,000	-	-	-	-
5 MORE THAN $20,000	1	12.5	350	4.6
6 VARIES ACCORDING TO EARNINGS	2	25.0	2224	29.3
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	1	12.5	700	9.2
8 HEALTH AND WELFARE FUND MENTIONED, BUT INDIVIDUAL BENEFITS NOT SPECIFIED	1	12.5	150	2.0
9 OTHER	1	12.5	2361	31.1
TOTAL	8	100.0	7598	100.0
FIELD 12-18 EMPLOYER CONTRIBUTION TO DENTAL PLAN				
0 NO PROVISION	1	12.5	1500	19.7
1 100% OF PREMIUM	4	50.0	4298	56.6
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	12.5	350	4.6
5 50% OF PREMIUM	-	-	-	-
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	12.5	1300	17.1
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	1	12.5	150	2.0
9 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 12-19 TYPE OF DENTAL WORK COVERED				
0 NO PROVISION	1	12.5	1500	19.7
1 BASIC (A)	-	-	-	-
2 BASIC AND EXTENDED (A AND B)	-	-	-	-
3 BASIC AND ORTHODONTICS (A AND C)	-	-	-	-
4 BASIC AND EXTENDED AND ORTHODONTICS (A, B AND C)	4	50.0	4298	56.6
5 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	2	25.0	1650	21.7
6 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	1	12.5	150	2.0
7 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 12-20 AVAILABILITY OF PENSION FUND				
0 NO PROVISION	1	12.5	350	4.6
1 PROVISION	7	87.5	7248	95.4
TOTAL	8	100.0	7598	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 12-21 ADMINISTRATION OF PENSION FUND				
0 NO PROVISION	1	12.5	350	4.6
1 UNION	2	25.0	463	6.1
2 MANAGEMENT	-	-	-	-
3 JOINT UNION MANAGEMENT ADMINISTRATION	2	25.0	3861	50.8
4 ADMINISTERED BY SEPARATE TRUSTEES	-	-	-	-
5 MUNICIPAL/PROVINCIAL GOVERNMENT	3	37.5	2924	38.5
6 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 12-22 RETIREMENT AGE PRACTICES				
0 NO PROVISION	3	37.5	2550	33.6
1 PROVISION	5	62.5	5048	66.4
TOTAL	8	100.0	7598	100.0

SECTION 13 - GRIEVANCE AND ARBITRATION PROCEDURES

FIELD 13-01 INITIAL PRESENTATION OF GRIEVANCE TO MANAGEMENT				
0 NO PROVISION	-	-	-	-
1 BY EMPLOYEE WITHOUT UNION REPRESENTATIVE PRESENT	-	-	-	-
2 BY EMPLOYEE WITH UNION REPRESENTATIVE	3	37.5	2950	38.8
3 BY EMPLOYEE CHOICE OF WITH OR WITHOUT UNION REPRESENTATIVE	1	12.5	924	12.2
4 BY UNION REPRESENTATIVE	1	12.5	700	9.2
5 BY GRIEVANCE COMMITTEE	-	-	-	-
6 BY WRITTEN NOTICE	2	25.0	663	8.7
7 BY ONE OF SEVERAL ALTERNATIVE PROCEDURES	1	12.5	2361	31.1
8 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 13-02 LENGTH OF TIME TO INITIATE GRIEVANCE				
0 NO PROVISION	-	-	-	-
1 72 HOURS OR LESS	-	-	-	-
2 FIVE DAYS	1	12.5	1300	17.1
3 ONE WEEK	1	12.5	350	4.6
4 TEN DAYS	1	12.5	1500	19.7
5 TWO WEEKS	1	12.5	700	9.2
6 THREE WEEKS	-	-	-	-
7 ONE MONTH	2	25.0	3285	43.2
8 TWO MONTHS	-	-	-	-
9 VARIES BY TYPE OF GRIEVANCE	1	12.5	150	2.0
10 OTHER	1	12.5	313	4.1
TOTAL	8	100.0	7598	100.0
FIELD 13-03 ACCELERATED PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES				
0 NO PROVISION	5	62.5	4224	55.6
1 PROVISION	3	37.5	3374	44.4
TOTAL	8	100.0	7598	100.0
FIELD 13-04 STATUS QUO ANTE IN DISCIPLINE CASES				
0 NO PROVISION	8	100.0	7598	100.0
1 PROVISION	-	-	-	-
TOTAL	8	100.0	7598	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 13-05 CLEARING AN EMPLOYEE RECORD IN DISCIPLINARY CASES				
0 NO PROVISION	5	62.5	3013	39.7
1 PROVISION	3	37.5	4585	60.3
TOTAL	8	100.0	7598	100.0
FIELD 13-06 COMPENSATION BY EMPLOYER FOR GRIEVANCE WORK TO UNION REPRESENTATIVES				
0 NO PROVISION	5	62.5	4387	57.7
1 PROVISION	3	37.5	3211	42.3
TOTAL	8	100.0	7598	100.0
FIELD 13-07 ARBITRATION				
0 AS REQUIRED BY LEGISLATION	-	-	-	-
1 SINGLE ARBITRATOR	2	25.0	2674	35.2
2 PERMANENT UMPIRE (NAMED)	-	-	-	-
3 TRIPARTITE BOARD	2	25.0	2200	29.0
4 ARBITRATION COMMITTEE OF MORE THAN 3 PEOPLE	-	-	-	-
5 CHOICE OF ALTERNATIVES	4	50.0	2724	35.9
6 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 13-08 OFFICER APPOINTMENT BY LABOUR RELATIONS BOARD UNDER SECTION 96 OF THE LABOUR CODE				
0 NOT PROHIBITED (OR NO MENTION)	8	100.0	7598	100.0
1 SPECIFICALLY PROHIBITED BY THE AGREEMENT	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 13-09 REFERENCE TO SECTION 112 LABOUR CODE, SHARE OF COST OF GRIEVANCE RECOMMENDATIONS				
0 NO PROVISION	7	87.5	5237	68.9
1 PROVISION	1	12.5	2361	31.1
TOTAL	8	100.0	7598	100.0

SECTION 14 - OCCUPATIONAL SAFETY AND HEALTH

FIELD 14-01 OCCUPATIONAL SAFETY AND HEALTH				
0 NO PROVISION	2	25.0	1650	21.7
1 JOINT SAFETY COMMITTEE	6	75.0	5948	78.3
2 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 14-02 SAFETY COMMITTEE FUNCTIONS				
0 NO SAFETY COMMITTEE PROVISION	3	37.5	4011	52.8
1 SAFETY COMMITTEE FUNCTIONS NOT SPECIFIED	4	50.0	2663	35.0
2 RIGHT TO CALL SPECIAL/EMERGENCY MEETINGS	-	-	-	-
3 RIGHT TO INITIATE ACTION OR RECOMMENDATIONS	-	-	-	-
4 RIGHT TO UNDERTAKE INSPECTIONS	1	12.5	924	12.2
5 COMBINATION OF 2 AND 3	-	-	-	-
6 COMBINATION OF 2 AND 4	-	-	-	-
7 COMBINATION OF 2, 3 AND 4	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 14-03 PAY FOR TIME SPENT ON SAFETY COMMITTEE				
0 NO SAFETY COMMITTEE PROVISION	3	37.5	4011	52.8
1 NO PROVISION FOR PAY OF SAFETY COMMITTEE	1	12.5	313	4.1
2 PROVISION FOR PAY OF SAFETY COMMITTEE	4	50.0	3274	43.1
TOTAL	8	100.0	7598	100.0
FIELD 14-04 SAFETY EQUIPMENT AND PROTECTIVE CLOTHING				
0 NO PROVISION	2	25.0	2000	26.3
1 EQUIPMENT SUPPLIED AT NO COST TO EMPLOYEE	6	75.0	5598	73.7
2 EQUIPMENT SUPPLIED AT SOME COST TO EMPLOYEE	-	-	-	-
3 MONETARY ALLOWANCE PROVIDED FOR PERCENTAGE OF EQUIPMENT, REPLACEMENT AT SOME COST	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 14-05 RIGHT TO REFUSE DANGEROUS WORKING CONDITIONS				
0 NO PROVISION	6	75.0	6524	85.9
1 PROVISION	2	25.0	1074	14.1
TOTAL	8	100.0	7598	100.0
FIELD 14-06 VIDEO DISPLAY TERMINALS				
0 NO PROVISION	6	75.0	5374	70.7
1 PREGNANT EMPLOYEES RIGHT TO BE REASSIGNED OR TAKE LEAVE OF ABSENCE	1	12.5	1300	17.1
2 RESTRICTION ON HOURS/REST BREAKS	-	-	-	-
3 COMBINATION OF 1 AND 2	1	12.5	924	12.2
4 OTHER	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 14-07 ALCOHOL AND DRUG REHABILITATION PROGRAM				
0 NO PROVISION	5	62.5	3424	45.1
1 PROVISION	3	37.5	4174	54.9
TOTAL	8	100.0	7598	100.0

SECTION 15 -- MISCELLANEOUS PROVISIONS

FIELD 15-01 LABOUR-MANAGEMENT COMMITTEE				
0 NO PROVISION	5	62.5	4163	54.8
1 PROVISION	3	37.5	3435	45.2
TOTAL	8	100.0	7598	100.0
FIELD 15-02 SEXUAL HARASSMENT				
0 NO PROVISION	7	87.5	6674	87.8
1 POLICY STATEMENT ONLY	-	-	-	-
2 POLICY AND/OR COMPLAINT PROCEDURE	1	12.5	924	12.2
3 MENTIONED BUT NOT SPECIFIED	-	-	-	-
TOTAL	8	100.0	7598	100.0
FIELD 15-03 DAY CARE FACILITIES FOR CHILDREN OF EMPLOYEES				
0 NO PROVISION	8	100.0	7598	100.0
1 PROVISION	-	-	-	-
TOTAL	8	100.0	7598	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 15-04 JOB EVALUATION PLAN				
0 NO PROVISION	3	37.5	2000	26.3
1 PROVISION	5	62.5	5598	73.7
TOTAL	8	100.0	7598	100.0
FIELD 15-05 MOVING EXPENSES OR ALLOWANCE				
0 NO PROVISION	4	50.0	2313	30.4
1 PROVISION	4	50.0	5285	69.6
TOTAL	8	100.0	7598	100.0
FIELD 15-06 WORK CLOTHING AND/OR UNIFORM ALLOWANCES				
0 NO PROVISION	1	12.5	313	4.1
1 PROVISION	7	87.5	7285	95.9
TOTAL	8	100.0	7598	100.0
FIELD 15-07 TOOL ALLOWANCE				
0 NO PROVISION	5	62.5	5024	66.1
1 PROVISION	3	37.5	2574	33.9
TOTAL	8	100.0	7598	100.0

PART I: g
COMMUNITY, BUSINESS AND PERSONAL SERVICES

(45 agreements covering 52,886 employees)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
SECTION 1 - GENERAL INFORMATION				
FIELD 1-01 PARTIES TO AGREEMENT				
0 SINGLE LOCAL - SINGLE EMPLOYER	37	82.2	13088	24.7
1 SINGLE LOCAL - MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	8	17.8	39798	75.3
2 MULTI-LOCAL (SAME UNION) AND SINGLE EMPLOYER	-	-	-	-
3 MULTI-LOCAL (SAME UNION) AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	-	-	-	-
4 MULTI-UNION AND SINGLE EMPLOYER	-	-	-	-
5 MULTI-UNION AND MULTI-EMPLOYER OR EMPLOYERS'ASSOCIATION	-	-	-	-
TOTAL	45	100.0	52886	100.0
FIELD 1-02 SIZE OF BARGAINING UNIT				
0 UNDER 100 EMPLOYEES	1	2.2	99	0.2
1 100 - 199 EMPLOYEES	17	37.8	2424	4.6
2 200 - 499 EMPLOYEES	16	35.6	4770	9.0
3 500 - 999 EMPLOYEES	5	11.1	2954	5.6
4 1000 - 4999 EMPLOYEES	4	8.9	8907	16.8
5 5000 - 9,999 EMPLOYEES	-	-	-	-
6 10,000 OR MORE EMPLOYEES	2	4.4	33732	63.8
TOTAL	45	100.0	52886	100.0
FIELD 1-03 JURISDICTION OF AGREEMENT				
0 PROVINCIAL	45	100.0	52886	100.0
1 FEDERAL	-	-	-	-
TOTAL	45	100.0	52886	100.0
FIELD 1-04 SECTOR				
0 PRIVATE	13	28.9	14770	27.9
1 PUBLIC	32	71.1	38116	72.1
TOTAL	45	100.0	52886	100.0
FIELD 1-05 TERM OF AGREEMENT				
0 1 YEAR	6	13.3	3032	5.7
1 MORE THAN 1 YEAR, LESS THAN 2	3	6.7	1912	3.6
2 2 YEARS	16	35.6	5776	10.9
3 MORE THAN 2 YEARS, LESS THAN 3	6	13.3	10787	20.4
4 3 YEARS	10	22.2	2166	4.1
5 MORE THAN 3 YEARS	3	6.7	28801	54.5
6 OTHER	1	2.2	390	0.7
TOTAL	45	100.0	52886	100.0
FIELD 1-06 EXPIRY DATE OF AGREEMENT				
0 2ND HALF OF 1984	4	8.9	3320	6.3
1 1ST HALF OF 1985	5	11.1	1826	3.5
2 2ND HALF OF 1985	15	33.3	4543	8.6
3 1ST HALF OF 1986	12	26.7	41457	78.4
4 2ND HALF OF 1986	7	15.6	1136	2.1
5 1ST HALF OF 1987	-	-	-	-
6 2ND HALF OF 1987	1	2.2	390	0.7
7 LATER THAN 1987	1	2.2	214	0.4
TOTAL	45	100.0	52886	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 1-07 GEOGRAPHICAL BREAKDOWN				
0 EAST AND WEST KOOTENAYS	1	2.2	100	0.2
1 OKANAGAN	-	-	-	-
2 SOUTHERN INTERIOR	-	-	-	-
3 LOWER COAST AND LOWER MAINLAND	22	48.9	8282	15.7
4 VANCOUVER ISLAND	9	20.0	2229	4.2
5 CENTRAL INTERIOR	3	6.7	614	1.2
6 PEACE RIVER	1	2.2	172	0.3
7 NORTH WEST	-	-	-	-
8 TWO OR MORE REGIONS	8	17.8	41219	77.9
9 INTER-PROVINCIAL	1	2.2	270	0.5
TOTAL	45	100.0	52886	100.0
SECTION 2 - MANAGEMENT RIGHTS AND UNION SECURITY				
FIELD 2-01 MANAGEMENT RIGHTS CLAUSE				
0 NO PROVISION	8	17.8	1735	3.3
1 GENERAL STATEMENT OF MANAGEMENT RIGHTS	31	68.9	21774	41.2
2 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS WITH MANAGEMENT	5	11.1	28977	54.8
3 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS NOT SPECIFIED	1	2.2	400	0.8
4 OTHER	-	-	-	-
TOTAL	45	100.0	52886	100.0
FIELD 2-02 CONTRACTING OUT				
0 NO PROVISION	14	31.1	9405	17.8
1 CONTRACTING OUT RESTRICTED TO OTHER UNION EMPLOYEES	5	11.1	960	1.8
2 CONTRACTING OUT RESTRICTED - NO DISPLACEMENT OF PRESENT EMPLOYEES	15	33.3	27659	52.3
3 CONTRACTING OUT RESTRICTED - PAYMENT OF UNION WAGE RATE REQUIRED	-	-	-	-
4 CONTRACTING OUT RESTRICTED - COMBINATION OF 1, 2, AND/OR 3	4	8.9	3435	6.5
5 CONTRACTING OUT PROHIBITED ENTIRELY	1	2.2	150	0.3
6 OTHER	6	13.3	11277	21.3
TOTAL	45	100.0	52886	100.0
FIELD 2-03 UNION SECURITY CLAUSE				
0 NO PROVISION	2	4.4	2109	4.0
1 CLOSED SHOP	2	4.4	560	1.1
2 UNION SHOP	23	51.1	10077	19.1
3 MODIFIED UNION SHOP (COMPULSORY MEMBERSHIP FOR NEW EMPLOYEES)	16	35.6	39724	75.1
4 MAINTENANCE OF MEMBERSHIP	-	-	-	-
5 RAND FORMULA	1	2.2	240	0.5
6 OTHER	1	2.2	156	0.3
TOTAL	45	100.0	52886	100.0
FIELD 2-04 AUTHORIZATION OF DUES CHECK-OFF				
0 NO PROVISION	1	2.2	214	0.4
1 VOLUNTARY	-	-	-	-
2 COMPULSORY FOR ALL EMPLOYEES (ALL EMPLOYEES MUST BE UNION MEMBERS)	24	53.3	10795	20.4
3 COMPULSORY FOR ALL EMPLOYEES (NOT ALL EMPLOYEES MUST BE UNION MEMBERS)	17	37.8	38568	72.9
4 COMPULSORY FOR ALL EMPLOYEES (UNION MEMBERSHIP UNSPECIFIED)	3	6.7	3309	6.3
5 COMPULSORY FOR UNION MEMEBERS ONLY	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	45	100.0	52886	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 2-05 RIGHT TO REFUSE TO CROSS PICKET LINES, HANDLE HOT CARGOES, ETC.				
0 NO PROVISION	9	20.0	3471	6.6
1 CROSS PICKET LINES	27	60.0	37851	71.6
2 HOT CARGOES	-	-	-	-
3 NON-UNION WORKERS	-	-	-	-
4 COMBINATION OF 1, 2, AND/OR 3	9	20.0	11564	21.9
5 OTHER	-	-	-	-
TOTAL	45	100.0	52886	100.0

SECTION 3 - SENIORITY

FIELD 3-01 SENIORITY UNIT				
0 NO PROVISION	1	2.2	23732	44.9
1 UNION HIRING HALL	-	-	-	-
2 EMPLOYER (PLANT, BARGAINING UNIT)	30	66.7	14472	27.4
3 DEPARTMENT (BRANCH, DIVISION)	3	6.7	11814	22.3
4 CRAFT (OCCUPATION)	-	-	-	-
5 EMPLOYER AND DEPARTMENT	5	11.1	1269	2.4
6 EMPLOYER AND CRAFT	2	4.4	500	0.9
7 COMBINATION OF THE ABOVE	2	4.4	350	0.7
8 OTHER	2	4.4	749	1.4
TOTAL	45	100.0	52886	100.0
FIELD 3-02 LENGTH OF PROBATIONARY PERIOD				
0 NO PROVISION	2	4.4	494	0.9
1 ONE CALENDAR MONTH	4	8.9	1914	3.6
2 TWO CALENDAR MONTHS	1	2.2	172	0.3
3 THREE CALENDAR MONTHS	15	33.3	33394	63.1
4 SIX CALENDAR MONTHS	9	20.0	3800	7.2
5 THIRTY WORKING DAYS	3	6.7	590	1.1
6 FORTY-FIVE WORKING DAYS	-	-	-	-
7 SIXTY WORKING DAYS	2	4.4	455	0.9
8 240 WORKING DAYS	-	-	-	-
9 OTHER	9	20.0	12067	22.8
TOTAL	45	100.0	52886	100.0
FIELD 3-03 SENIORITY DETERMINING PROMOTION				
0 NO PROVISION	7	15.6	1483	2.8
1 STRAIGHT SENIORITY	-	-	-	-
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	16	35.6	14344	27.1
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	15	33.3	8801	16.6
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	7	15.6	28198	53.3
5 OTHER	-	-	-	-
TOTAL	45	100.0	52886	100.0
FIELD 3-04 SENIORITY DETERMINING LAYOFF				
0 NO PROVISION	1	2.2	509	1.0
1 STRAIGHT SENIORITY	13	28.9	14566	27.6
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	21	46.7	30095	56.9
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	5	11.1	6176	11.7
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	3	6.7	1168	2.2
5 OTHER	2	4.4	350	0.7
TOTAL	45	100.0	52886	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 3-05 NOTICE OF LAYOFF OR PAY IN LIEU OF NOTICE				
0 NO PROVISION	10	22.2	12406	23.5
1 LESS THAN 24 HOURS	-	-	-	-
2 24 HOURS TO 48 HOURS	2	4.4	435	0.8
3 72 HOURS	-	-	-	-
4 ONE WEEK	1	2.2	390	0.7
5 TWO WEEKS	3	6.7	824	1.6
6 ONE MONTH	5	11.1	2738	5.2
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	11	24.4	31929	60.4
8 NOTICE MENTIONED, LENGTH NOT SPECIFIED	1	2.2	400	0.8
9 OTHER	12	26.7	3764	7.1
TOTAL	45	100.0	52886	100.0
FIELD 3-06 RECALL PROCEDURE				
0 NO PROVISION	1	2.2	509	1.0
1 STRAIGHT SENIORITY	10	22.2	14196	26.8
2 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	26	57.8	35488	67.1
3 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE EQUAL	3	6.7	1277	2.4
4 SENIORITY CONSIDERED WITH OTHER FACTORS	2	4.4	954	1.8
5 UNION HIRING HALL REFERRAL	1	2.2	250	0.5
6 OTHER	2	4.4	210	0.4
TOTAL	45	100.0	52886	100.0
FIELD 3-07 LOSS OF SENIORITY RECALL RIGHTS				
0 NO PROVISION	10	22.2	2166	4.1
1 FAILURE TO REPORT WHEN NOTIFIED	7	15.6	2620	5.0
2 AFTER A SPECIFIED PERIOD OFF WORK	6	13.3	1233	2.3
3 EITHER FAILURE TO REPORT OR AFTER A SPECIFIC PERIOD OFF WORK	22	48.9	46867	88.6
TOTAL	45	100.0	52886	100.0
FIELD 3-08 RETENTION OF SENIORITY DURING LAYOFF				
0 NO PROVISION	4	8.9	1455	2.8
1 LESS THAN SIX MONTHS	1	2.2	1200	2.3
2 SIX MONTHS	6	13.3	11340	21.4
3 SEVEN TO TWELVE MONTHS	3	6.7	922	1.7
4 TWELVE MONTHS	20	44.4	35165	66.5
5 MORE THAN TWELVE MONTHS UP TO AND INCLUDING TWENTY-FOUR MONTHS	5	11.1	1618	3.1
6 MORE THAN TWENTY-FOUR MONTHS	1	2.2	150	0.3
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	2	4.4	494	0.9
8 NOT SPECIFIED OR INDEFINITE	3	6.7	542	1.0
9 SENIORITY LOST ON LAYOFF	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	45	100.0	52886	100.0
FIELD 3-09 RETENTION OF SENIORITY DURING ILLNESS OR INJURY				
0 NO PROVISION	34	75.6	44072	83.3
1 UP TO 1 YEAR	3	6.7	701	1.3
2 12 - 24 MONTHS	-	-	-	-
3 MORE THAN 24 MONTHS	1	2.2	4749	9.0
4 VARIES BY TYPE OF INCAPACITATION	1	2.2	250	0.5
5 OTHER	6	13.3	3114	5.9
TOTAL	45	100.0	52886	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 3-10 SENIORITY ON TRANSFER FROM BARGAINING UNIT				
0 NO PROVISION	28	62.2	21676	41.0
1 SENIORITY LOST ON TRANSFER	1	2.2	270	0.5
2 SENIORITY RETAINED FOR SPECIFIED PERIOD ONLY	9	20.0	4894	9.3
3 SENIORITY RETAINED INDEFINITELY	4	8.9	25247	47.7
4 VARIES DEPENDING ON CIRCUMSTANCE OF TRANSFER	-	-	-	-
5 OTHER	3	6.7	799	1.5
TOTAL	45	100.0	52886	100.0
FIELD 3-11 SUPER SENIORITY (SPECIAL SENIORITY) ON LAY-OFFS, ETC.				
0 NO PROVISION	45	100.0	52886	100.0
1 FOR UNION OFFICIALS	-	-	-	-
2 SPECIAL SKILLS, APPRENTICES	-	-	-	-
3 COMBINATION OF ALTERNATIVES	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	45	100.0	52886	100.0

SECTION 4 - JOB OPPORTUNITY AND PROTECTION

FIELD 4-01 JOB POSTING				
0 NO PROVISION	8	17.8	11573	21.9
1 PROVISION	37	82.2	41313	78.1
TOTAL	45	100.0	52886	100.0
FIELD 4-02 PREFERRED EMPLOYMENT FOR OLDER OR DISABLED WORKERS (EXISTING EMPLOYEES)				
0 NO PROVISION	38	84.4	49498	93.6
1 OLDER WORKERS	-	-	-	-
2 DISABLED WORKERS	4	8.9	1246	2.4
3 COMBINATION OF BOTH OLDER AND DISABLED WORKERS	3	6.7	2142	4.1
TOTAL	45	100.0	52886	100.0
FIELD 4-03 LIMITATION OF PART-TIME WORKERS, TRAINEES				
0 NO PROVISION	41	91.1	28424	53.7
1 PROVISION	4	8.9	24462	46.3
TOTAL	45	100.0	52886	100.0
FIELD 4-04 TRAINING OR RETRAINING (OTHER THAN TECHNOLOGICAL CHANGE)				
0 NO PROVISION	14	31.1	13271	25.1
1 APPRENTICESHIP	2	4.4	1920	3.6
2 COMPANY PROVIDES ON-THE-JOB TRAINING EXPERIENCES	4	8.9	3073	5.8
3 COMPANY SPONSORS OFF-PREMISES TRAINING PROGRAMS	2	4.4	1184	2.2
4 1 AND 2	3	6.7	485	0.9
5 1 AND 3	5	11.1	1095	2.1
6 2 AND 3	4	8.9	1405	2.7
7 1, 2 AND 3	-	-	-	-
8 TRAINING AT EMPLOYEE INITIATION - COMPANY MAY OR MAY NOT REIMBURSE	1	2.2	110	0.2
9 LABOUR AND MANAGEMENT TRAINING PROGRAM	1	2.2	97	0.2
10 OTHER	9	20.0	30246	57.2
TOTAL	45	100.0	52886	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 4-05 JOURNEYMAN-APPRENTICE RATIO				
0 NO PROVISION	41	91.1	26552	54.0
1 MAXIMUM 1 APPRENTICE FOR EACH JOURNEYMAN	1	2.2	307	0.6
2 MAXIMUM 1 APPRENTICE FOR EACH 2 JOURNEYMEN	-	-	-	-
3 MAXIMUM 1 APPRENTICE FOR EACH 3 JOURNEYMEN	1	2.2	170	0.3
4 MAXIMUM 1 APPRENTICE FOR EACH 4 JOURNEYMEN	1	2.2	125	0.2
5 MAXIMUM 1 APPRENTICE FOR EACH 5 JOURNEYMEN	-	-	-	-
6 MAXIMUM 1 APPRENTICE FOR EACH 6 OR MORE JOURNEYMEN	-	-	-	-
7 NOT SPECIFIED	1	2.2	23732	44.9
TOTAL	45	100.0	52886	100.0
FIELD 4-06 DISTRIBUTION OF WORK DURING SLACK PERIODS/ WORK SHARING				
0 NO PROVISION	44	97.8	51686	97.7
1 REDUCTION IN NORMAL HOURS OF WORK	1	2.2	1200	2.3
2 CHANGE IN TYPE OF WORK	-	-	-	-
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	45	100.0	52886	100.0
FIELD 4-07 RATE ON TEMPORARY REASSIGNMENT				
0 NO PROVISION	12	26.7	12622	23.9
1 REGULAR RATE OF EMPLOYEE	-	-	-	-
2 RATE OF TEMPORARY JOB OR REGULAR JOB - WHICHEVER IS GREATER	31	68.9	39485	74.7
3 RATE OF TEMPORARY JOB	-	-	-	-
4 OTHER	2	4.4	779	1.5
TOTAL	45	100.0	52886	100.0
FIELD 4-08 GUARANTEED EMPLOYMENT OR EARNINGS				
0 NO PROVISION	43	95.6	52584	99.4
1 DAILY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
2 WEEKLY GUARANTEE FOR SOME OR ALL EMPLOYEES	1	2.2	180	0.3
3 MONTHLY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
4 ANNUAL GUARANTEE FOR SOME OR ALL EMPLOYEES	1	2.2	122	0.2
5 OTHER	-	-	-	-
TOTAL	45	100.0	52886	100.0
FIELD 4-09 MOONLIGHTING				
0 NO PROVISION	45	100.0	52886	100.0
1 PROHIBITED	-	-	-	-
2 PERMITTED - WITH RESTRICTIONS	-	-	-	-
3 PERMITTED - WITHOUT RESTRICTIONS	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	45	100.0	52886	100.0
FIELD 4-10 CLASSIFICATION OF NEWLY-CREATED JOBS				
0 NO PROVISION	18	40.0	7513	14.2
1 UNION-MANAGEMENT CONSULTATION ONLY	4	8.9	826	1.6
2 ARBITRATION IF CONSULTATION FAILS	22	48.9	44450	84.0
3 OTHER	1	2.2	97	0.2
TOTAL	45	100.0	52886	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
SECTION 5 - TECHNOLOGICAL CHANGE				
FIELD 5-01 TECHNOLOGICAL CHANGE, ADVANCE NOTICE TO UNION				
0 NO PROVISION	14	31.1	42363	80.1
1 LESS THAN THREE MONTHS	4	8.9	899	1.7
2 THREE MONTHS	19	42.2	6300	11.9
3 SIX MONTHS	1	2.2	270	0.5
4 MORE THAN SIX MONTHS	-	-	-	-
5 NOTICE MENTIONED - TIME NOT SPECIFIED	5	11.1	2331	4.4
6 OTHER	2	4.4	723	1.4
TOTAL	45	100.0	52886	100.0
FIELD 5-02 CONSULTATION IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	22	48.9	46622	88.5
1 CONSULTATION VIA SPECIAL LABOUR-MANAGEMENT COMMITTEE	5	11.1	1841	3.5
2 CONSULTATION - DETAILS UNSPECIFIED	18	40.0	4223	8.0
3 OTHER	-	-	-	-
TOTAL	45	100.0	52886	100.0
FIELD 5-03 ARBITRATION OF TECHNOLOGICAL CHANGE DISPUTE				
0 NO PROVISION	24	53.3	46528	88.0
1 PROVISION	21	46.7	6358	12.0
TOTAL	45	100.0	52886	100.0
FIELD 5-04 TECHNOLOGICAL CHANGE: EMPLOYMENT SECURITY				
0 NO PROVISION	14	31.1	5614	10.6
1 STRAIGHT LAYOFF	4	8.9	969	1.8
2 LAYOFF WITH SEVERANCE PAY OR S.U.B.	14	31.1	14126	26.7
3 WORK FORCE REDUCED THROUGH ATTRITION OR EARLY RETIREMENT	-	-	-	-
4 SOME FORM OF WAGE OR EMPLOYMENT GUARANTEE (OTHER THAN S.U.B./SEVERANCE)	3	6.7	1570	3.0
5 COMBINATION	4	8.9	28803	54.5
6 NO REDUCTION IN TOTAL NUMBER OF EMPLOYEES	4	8.9	1001	1.9
7 OTHER	2	4.4	803	1.5
TOTAL	45	100.0	52886	100.0
FIELD 5-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE PAY				
0 NO PROVISION	31	68.9	34685	65.6
1 LESS THAN ONE YEAR	1	2.2	110	0.2
2 ONE YEAR	11	24.4	13067	24.7
3 TWO YEARS	-	-	-	-
4 THREE YEARS	-	-	-	-
5 FOUR YEARS	-	-	-	-
6 FIVE YEARS	1	2.2	255	0.5
7 TEN YEARS	1	2.2	4749	9.0
8 OTHER	-	-	-	-
TOTAL	45	100.0	52886	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 5-06 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	29	64.4	34021	64.3
1 ONE WEEK'S PAY PER YEAR OF SERVICE	7	15.6	1843	3.5
2 ONE WEEKS'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	-	-	-	-
3 VARIES ACCORDING TO LENGTH OF SERVICE	4	8.9	5543	10.5
4 FLAT AMOUNT (E.G. $50/YEAR OR $500 ON TERMINATION, ETC.)	3	6.7	11074	20.9
5 OTHER	2	4.4	405	0.8
TOTAL	45	100.0	52886	100.0
FIELD 5-07 MAXIMUM AMOUNT OF SEVERANCE PAY				
0 NO PROVISION	34	75.6	35290	66.7
1 LESS THAN 20 WEEKS' PAY	3	6.7	1185	2.2
2 20 - 25 WEEKS' PAY	2	4.4	4905	9.3
3 26 - 29 WEEKS' PAY	3	6.7	1176	2.2
4 30 - 51 WEEKS' PAY	-	-	-	-
5 52 WEEK'S PAY OR MORE	-	-	-	-
6 NO MAXIMUM	3	6.7	10330	19.5
7 OTHER	-	-	-	-
TOTAL	45	100.0	52886	100.0
FIELD 5-08 TECHNOLOGICAL CHANGE: NOTICE OF PERMANENT LAYOFF				
0 NO PROVISION	35	77.8	19835	37.5
1 LESS THAN THREE MONTHS	3	6.7	687	1.3
2 THREE MONTHS OR MORE, LESS THAN SIX MONTHS	2	4.4	1883	3.6
3 SIX MONTHS OR MORE, LESS THAN ONE YEAR	-	-	-	-
4 MENTIONED, NOT SPECIFIED	1	2.2	1600	3.0
5 BY LENGTH OF SERVICE	4	8.9	28881	54.6
6 OTHER	-	-	-	-
TOTAL	45	100.0	52886	100.0
FIELD 5-09 OPTIONS FOR EMPLOYEES RETAINED				
0 NO PROVISION	18	40.0	18080	35.7
1 OPPORTUNITY TO BE TRAINED OR RETRAINED	16	35.6	5538	10.5
2 MAINTENANCE OF CURRENT WAGE RATE IF REQUIRED TO MOVE TO LOWER GRADED JOB	1	2.2	1200	2.3
3 GUARANTEE OF ONLY SLIGHTLY LOWER PAY IF MOVED TO LOWER GRADED JOB	-	-	-	-
4 TRANSFER ALLOWANCE AND/OR PROGRAM	-	-	-	-
5 COMBINATION OF ABOVE ALTERNATIVES	9	20.0	27013	51.1
6 OTHER	1	2.2	255	0.5
TOTAL	45	100.0	52886	100.0
FIELD 5-10 TRAINING IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	21	46.7	20480	38.7
1 COMPANY PROGRAM	9	20.0	2757	5.2
2 UNION PROGRAM OR JOINT COMPANY-UNION PROGRAM	-	-	-	-
3 COMPANY-UNION PROGRAM IN CONJUNCTION WITH PROVINCIAL AND/OR FEDERAL GOVERNMENT	1	2.2	23732	44.9
4 TRAINING OR RETRAINING MENTIONED BUT NOT SPECIFIED	14	31.1	5917	11.2
5 OTHER	-	-	-	-
TOTAL	45	100.0	52886	100.0
FIELD 5-11 TECHNOLOGICAL CHANGE: REOPENER				
0 NO PROVISION	43	95.6	52274	98.8
1 PROVISION	2	4.4	612	1.2
TOTAL	45	100.0	52886	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 5-12 TECHNOLOGICAL CHANGE: RELOCATON ALLOWANCE				
0 NO PROVISION	45	100.0	52886	100.0
1 EMPLOYER PAYS FULL COST	-	-	-	-
2 EMPLOYER PAYS PERCENTAGE OF COST	-	-	-	-
3 EMPLOYER PAYS PERCENTAGE OF COST, BUT MAXIMUM NOT SPECIFIED	-	-	-	-
4 FLAT AMOUNT	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	45	100.0	52886	100.0

SECTION 6 - COMPENSATION PRACTICE AND RELATED PROVISIONS

FIELD 6-01 FREQUENCY OF DEFERRED WAGE INCREASES				
0 NO WAGE ADJUSTMENTS DEFERRED DURING LIFE OF AGREEMENT	9	20.0	3805	7.2
1 WAGE ADJUSTMENT EVERY SIX MONTHS	2	4.4	454	0.9
2 WAGE ADJUSTMENT YEARLY	20	44.4	16432	31.1
3 IRREGULARLY SCHEDULED WAGE INCREASES	13	28.9	32095	60.7
4 VARIES FOR DIFFERENT CATEGORIES OF WORKERS	-	-	-	-
5 OTHER	1	2.2	100	0.2
TOTAL	45	100.0	52886	100.0
FIELD 6-02 OTHER WAGE ADJUSTMENTS				
0 NO PROVISION	41	91.1	51892	98.1
1 DATE SPECIFIED, AMOUNT DETERMINED LATER	-	-	-	-
2 REOPENER CLAUSE - MUTUAL CONSENT REQUIRED	3	6.7	469	0.9
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	1	2.2	525	1.0
TOTAL	45	100.0	52886	100.0
FIELD 6-03 SEVERANCE PAY				
0 NO PROVISION	18	40.0	7198	13.6
1 SEVERANCE PAY PLAN	27	60.0	45688	86.4
2 LAYOFF BENEFITS PLAN	-	-	-	-
3 SEVERANCE PAY AND LAYOFF BENEFITS PLAN	-	-	-	-
4 PLAN EXISTS: NO DETAILS	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	45	100.0	52886	100.0
FIELD 6-04 SUPPLEMENTARY UNEMPLOYMENT BENEFITS				
0 NO PROVISION	45	100.0	52886	100.0
1 PROVISION	-	-	-	-
TOTAL	45	100.0	52886	100.0
FIELD 6-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE BENEFITS				
0 NO PROVISION	23	51.1	8541	16.1
1 LESS THAN ONE YEAR	3	6.7	1430	2.7
2 ONE YEAR	14	31.1	13500	25.5
3 TWO YEARS	-	-	-	-
4 THREE YEARS	1	2.2	260	0.5
5 FIVE YEARS	-	-	-	-
6 TEN YEARS	3	6.7	28651	54.2
7 OTHER	1	2.2	504	1.0
TOTAL	45	100.0	52886	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 6-06 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	19	42.2	7518	14.2
1 ONE DAY'S PAY PER YEAR OF SERVICE	-	-	-	-
2 ONE WEEK'S PAY PER YEAR OF SERVICE	3	6.7	833	1.6
3 ONE WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	1	2.2	504	1.0
4 VARIES ACCORDING TO LENGTH OF SERVICE	17	37.8	43141	81.6
5 FLAT AMOUNT (E.G. LUMP SUM ON TERMINATION)	-	-	-	-
6 OTHER	5	11.1	890	1.7
TOTAL	45	100.0	52886	100.0
FIELD 6-07 MAXIMUM ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	22	48.9	8282	15.7
1 LESS THAN 20 WEEKS' PAY	4	8.9	2067	3.9
2 20 WEEKS' PAY	2	4.4	28481	53.9
3 21 - 25 WEEKS' PAY	3	6.7	555	1.0
4 26 - 29 WEEKS' PAY	6	13.3	1970	3.7
5 30 - 52 WEEKS' PAY	-	-	-	-
6 NO MAXIMUM	4	8.9	10580	20.0
7 OTHER	4	8.9	951	1.8
TOTAL	45	100.0	52886	100.0
FIELD 6-08 COLA				
0 NO PROVISION	44	97.8	52726	99.7
1 PROVISION EXISTS AND IS EFFECTIVE DURING AGREEMENT	1	2.2	160	0.3
2 PROVISION EXISTS AND IS TO BE IMPLEMENTED AT A LATER DATE	-	-	-	-
TOTAL	45	100.0	52886	100.0
FIELD 6-09 COLA: FREQUENCY				
0 NO PROVISION	44	97.8	52726	99.7
1 AUTOMATIC MONTHLY ADJUSTMENT	-	-	-	-
2 AUTOMATIC QUARTERLY ADJUSTMENT	-	-	-	-
3 AUTOMATIC SEMI-ANNUALLY ADJUSTMENT	-	-	-	-
4 AUTOMATIC ANNUAL ADJUSTMENT	-	-	-	-
5 IN LINE WITH CONTRACT WAGE AGREEMENTS	-	-	-	-
6 ADJUSTED DURING TERM OF AGREEMENT	-	-	-	-
7 REVIEW AT IRREGULAR INTERVALS	-	-	-	-
8 CANNOT DETERMINE	-	-	-	-
9 OTHER	1	2.2	160	0.3
TOTAL	45	100.0	52886	100.0

SECTION 7 - REGULAR HOURS AND DAYS OF WORK

FIELD 7-01 NORMAL DAILY WORK HOURS - NON OFFICE EMPLOYEES				
0 NO PROVISION			914	2.1
1 LESS THAN SEVEN HOURS			609	1.4
2 SEVEN HOURS			92	0.2
3 7 1/4 HOURS			-	-
4 7 1/2 HOURS			25946	59.6
5 7 3/4 HOURS			-	-
6 EIGHT HOURS			15089	34.6
7 MORE THAN EIGHT HOURS			-	-
8 FLEXIBLE WORK HOURS			-	-
9 OTHER			921	2.1
TOTAL			43573	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 7-02 NORMAL DAILY WORK HOURS - OFFICE EMPLOYEES				
0 NO PROVISION	-		-	
1 LESS THAN SEVEN HOURS	270	2.9	270	2.9
2 SEVEN HOURS	4264	45.8	4264	45.8
3 7 1/4 HOURS	-		-	
4 7 1/2 HOURS	4716	50.7	4716	50.7
5 7 3/4 HOURS	-		-	
6 EIGHT HOURS	61	0.7	61	0.7
7 MORE THAN EIGHT HOURS	-		-	
8 FLEXIBLE WORK HOURS	-		-	
9 OTHER	-		-	
TOTAL	9313	100.0	9313	100.0
FIELD 7-03 NORMAL WEEKLY WORK DAYS - NON OFFICE EMPLOYEES				
0 NO PROVISION	100	0.2	100	0.2
1 THREE DAYS	-		-	
2 FOUR DAYS	1238	2.8	1238	2.8
3 FIVE DAYS	16562	38.0	16562	38.0
4 VARIES BY SEASON, LOCATION, ETC.	-		-	
5 NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)	-		-	
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)	24305	55.8	24305	55.8
7 OTHER	1368	3.1	1368	3.1
TOTAL	43573	100.0	43573	100.0
FIELD 7-04 NORMAL WEEKLY WORK DAYS - OFFICE EMPLOYEES				
0 NO PROVISION	-		-	
1 THREE DAYS	-		-	
2 FOUR DAYS	-		-	
3 FIVE DAYS	9313	100.0	9313	100.0
4 VARIES BY SEASON, LOCATION, ETC.	-		-	
5 NO STANDARD WEEKLY WORK DAYS	-		-	
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)	-		-	
7 OTHER	-		-	
TOTAL	9313	100.0	9313	100.0
FIELD 7-05 NORMAL WEEKLY WORK HOURS - NON OFFICE EMPLOYEES				
0 NO PROVISION	-		-	
1 LESS THAN 35 HOURS	609	1.4	609	1.4
2 35 HOURS	1103	2.5	1103	2.5
3 37 1/2 HOURS	25948	59.6	25948	59.6
4 40 HOURS	14992	34.4	14992	34.4
5 MORE THAN 40 HOURS	-		-	
6 OTHER	921	2.1	921	2.1
TOTAL	43573	100.0	43573	100.0
FIELD 7-06 NORMAL WEEKLY WORK HOURS - OFFICE EMPLOYEES				
0 NO PROVISION	-		-	
1 LESS THAN 35 HOURS	270	2.9	270	2.9
2 35 HOURS	4185	44.9	4185	44.9
3 37 1/2 HOURS	4797	51.5	4797	51.5
4 40 HOURS	61	0.7	61	0.7
5 MORE THAN 40 HOURS	-		-	
6 OTHER	-		-	
TOTAL	9313	100.0	9313	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-07 DAYS OFF PER WEEK				
0 NO PROVISION	3	6.7	992	1.9
1 TWO DAYS (CONSECUTIVE)	34	75.6	10736	20.3
2 TWO DAYS (NOT CONSECUTIVE)	-	-	-	-
3 THREE DAYS (CONSECUTIVE)	-	-	-	-
4 THREE DAYS (NOT CONSECUTIVE)	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 VARIED FOR CONTINUOUS OR NON-CONTINUOUS OPERATIONS	4	8.9	29780	56.3
7 OTHER	4	8.9	11378	21.5
TOTAL	45	100.0	52886	100.0
FIELD 7-08 REPORTING PAY - WORK NOT COMMENCED				
0 LEGISLATION (2 HOURS' PAY)	38	84.4	49208	93.0
1 THREE HOURS' PAY	1	2.2	270	0.5
2 FOUR HOURS' PAY	5	11.1	3194	6.0
3 FULL SHIFT'S PAY	-	-	-	-
4 OTHER	1	2.2	214	0.4
TOTAL	45	100.0	52886	100.0
FIELD 7-09 REPORTING PAY - WORK HAS COMMENCED				
0 LEGISLATION (4 HOURS' PAY)	44	97.8	52672	99.6
1 MORE THAN FOUR HOURS' PAY BUT LESS THAN A FULL SHIFT'S PAY	-	-	-	-
2 FULL SHIFT'S PAY	-	-	-	-
3 OTHER	1	2.2	214	0.4
TOTAL	45	100.0	52886	100.0
FIELD 7-10 PAID REST PERIODS				
0 NO PROVISION	10	22.2	4107	7.8
1 TWO FOR A TOTAL OF 20 MINUTES	6	13.3	11352	21.5
2 TWO FOR A TOTAL OF 30 MINUTES	23	51.1	36067	68.2
3 TWO FOR A TOTAL OF 40 MINUTES	-	-	-	-
4 VARIES WITH DIFFERENT CATEGORIES OF EMPLOYEES	3	6.7	947	1.8
5 REST PERIOD MENTIONED BUT NOT SPECIFIED	1	2.2	99	0.2
6 OTHER	2	4.4	314	0.6
TOTAL	45	100.0	52886	100.0
FIELD 7-11 NOTICE OF CHANGE IN HOURS, DAYS, SHIFTS, ETC.				
0 NO PROVISION	22	48.9	6418	12.1
1 LESS THAN ONE DAY (24 HOURS)	-	-	-	-
2 ONE DAY (24 HOURS)	2	4.4	604	1.1
3 MORE THAN ONE DAY LESS THAN THREE	9	20.0	13134	24.8
4 THREE DAYS TO LESS THAN SEVEN	4	8.9	2107	4.0
5 SEVEN TO FOURTEEN DAYS	5	11.1	29073	55.0
6 MORE THAN FOURTEEN DAYS	-	-	-	-
7 NOTICE MENTIONED BUT NOT SPECIFIED	1	2.2	1200	2.3
8 OTHER	2	4.4	350	0.7
TOTAL	45	100.0	52886	100.0
FIELD 7-12 PORTAL-TO-PORTAL				
0 NO PROVISION	45	100.0	52886	100.0
1 PROVISION	-	-	-	-
TOTAL	45	100.0	52886	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-13 PAID WASH, CLEAN UP, OR CLOTHES CHANGING PERIODS				
0 NO PROVISION	39	86.7	51619	97.6
1 PROVISION	6	13.3	1267	2.4
TOTAL	45	100.0	52886	100.0
FIELD 7-14 FLEXIBLE STARTING/QUITTING HOURS				
0 NO PROVISION	41	91.1	51627	97.6
1 PROVISION	4	8.9	1259	2.4
TOTAL	45	100.0	52886	100.0
FIELD 7-15 COMPRESSED WORK WEEK				
0 NO PROVISION	36	80.0	48126	91.0
1 THREE DAY WEEK IN PROGRESS	-	-	-	-
2 FOUR DAY WEEK IN PROGRESS	-	-	-	-
3 ALTERNATING 4, 5, IN PROGRESS	-	-	-	-
4 TO COMMENCE DURING TERM OF AGREEMENT	-	-	-	-
5 UNDER STUDY	-	-	-	-
6 OTHER	9	20.0	4760	9.0
TOTAL	45	100.0	52886	100.0

SECTION 8 - OVERTIME AND PREMIUM PAY

FIELD 8-01 OVERTIME RATE AFTER NORMAL DAILY WORK HOURS				
0 1 1/2 X	6	13.3	1754	3.3
1 1 1/2 X FOR ONE HOUR, THEN 2 X	1	2.2	255	0.5
2 1 1/2 X FOR TWO HOURS, THEN 2 X	13	28.9	27296	51.6
3 1 1/2 X FOR THREE HOURS, THEN 2 X	10	22.2	7475	14.1
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	5	11.1	1456	2.8
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	-	-	-	-
6 2 X	10	22.2	14650	27.7
7 OTHER	-	-	-	-
TOTAL	45	100.0	52886	100.0
FIELD 8-02 OVERTIME RATE AFTER NORMAL WEEKLY WORK HOURS				
0 1 1/2 X	9	20.0	1939	3.7
1 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
2 1 1/2 X FOR TWO HOURS, THEN 2 X	10	22.2	3285	6.2
3 1 1/2 X FOR THREE HOURS, THEN 2 X	5	11.1	1532	2.9
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	4	8.9	1200	2.3
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	1	2.2	390	0.7
6 2 X	13	28.9	15859	30.0
7 OTHER	3	6.7	28681	54.2
TOTAL	45	100.0	52886	100.0
FIELD 8-03 OVERTIME RATE ON SIXTH DAY (OR FIRST DAY NOT NORMALLY WORKED)				
0 NO PROVISION	8	17.8	2814	5.3
1 1 1/2 X	4	8.9	613	1.2
2 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	1	2.2	180	0.3
4 1 1/2 X FOR THREE HOURS, THEN 2 X	1	2.2	4749	9.0
5 1 1/2 X FOR FOUR HOURS, THEN 2 X	1	2.2	502	0.9
6 2 X	29	64.4	43638	82.5
7 OTHER	1	2.2	390	0.7
TOTAL	45	100.0	52886	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-04 OVERTIME RATE ON SEVENTH DAY (OR SECOND DAY NOT NORMALLY WORKED)				
0 NO PROVISION	7	15.6	2654	5.0
1 1 1/2 X	1	2.2	214	0.4
2 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	35	77.8	44679	84.9
6 3 X	-	-	-	-
7 OVERTIME RATE TIMES SUNDAY PREMIUM RATE (E.G. 1 1/2 X 1 1/2 X)	-	-	-	-
8 OTHER	2	4.4	5139	9.7
TOTAL	45	100.0	52886	100.0
FIELD 8-05 OVERTIME COMPENSATION				
0 NO PROVISION	7	15.6	11796	22.3
1 PAY ONLY	11	24.4	2628	5.0
2 FULL COMPENSATORY TIME OFF	-	-	-	-
3 CHOICE OF PAY OR COMPENSATORY TIME OFF	27	60.0	38462	72.7
4 OTHER	-	-	-	-
TOTAL	45	100.0	52886	100.0
FIELD 8-06 RIGHT TO REFUSE OVERTIME				
0 NO PROVISION	24	53.3	20712	39.2
1 RIGHT TO REFUSE	17	37.8	7969	15.1
2 NO RIGHT TO REFUSE	-	-	-	-
3 OVERTIME COMPULSORY IN CASES OF EMERGENCY	4	8.9	24205	45.8
4 OTHER	-	-	-	-
TOTAL	45	100.0	52886	100.0
FIELD 8-07 DISTRIBUTION OF OVERTIME				
0 NO PROVISION	32	71.1	48585	91.9
1 BASED ON SENIORITY	4	8.9	1238	2.3
2 SHARED AMONG ALL EMPLOYEES	8	17.8	2953	5.6
3 OTHER	1	2.2	110	0.2
TOTAL	45	100.0	52886	100.0
FIELD 8-08 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON SATURDAY				
0 NO PROVISION	41	91.1	49631	93.8
1 NO PREMIUM RATE FOR REGULAR SATURDAY WORK (I.E. STRAIGHT TIME)	2	4.4	1455	2.8
2 1 1/2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	-	-	-	-
6 FLAT AMOUNT PER HOUR OR DAY	1	2.2	200	0.4
7 PERCENTAGE OF REGULAR RATE	-	-	-	-
8 OTHER	1	2.2	1600	3.0
TOTAL	45	100.0	52886	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-09 PREMIUM RATE FOR REGULAR SCHEDULED WORK ON SUNDAY				
0 NO PROVISION	39	86.7	48956	92.6
1 NO PREMIUM RATE FOR REGULAR SUNDAY WORK (I.E.STRAIGHT TIME)	2	4.4	1455	2.8
2 1 1/2 X	1	2.2	150	0.3
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	-	-	-	-
6 FLAT AMOUNT PER HOUR OR PER DAY	2	4.4	725	1.4
7 PERCENTAGE OF REGULAR RATE	-	-	-	-
8 OTHER	1	2.2	1600	3.0
TOTAL	45	100.0	52886	100.0
FIELD 8-10 CALL-IN (CALL-BACK) PAY GUARANTEE				
0 NO PROVISION	11	24.4	12453	23.5
1 MINIMUM OF TWO HOURS AT STRAIGHT TIME	2	4.4	1702	3.2
2 MINIMUM OF THREE HOURS AT STRAIGHT TIME	-	-	-	-
3 MINIMUM OF FOUR HOURS AT STRAIGHT TIME	4	8.9	790	1.5
4 MORE THAN FOUR HOURS' PAY AT STRAIGHT TIME	1	2.2	294	0.6
5 MINIMUM OF TWO HOURS AT OVERTIME RATE	7	15.6	29665	56.1
6 MINIMUM OF THREE HOURS AT OVERTIME RATE	3	6.7	834	1.6
7 MINIMUM OF FOUR HOURS AT OVERTIME RATE	8	17.8	4236	8.0
8 MORE THAN FOUR HOURS' PAY AT OVERTIME RATE	-	-	-	-
9 OVERTIME RATE, NO MINIMUM GUARANTEE	-	-	-	-
10 1 1/2 X FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	-	-	-	-
11 DOUBLE TIME FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	-	-	-	-
12 OTHER	9	20.0	2912	5.5
TOTAL	45	100.0	52886	100.0
FIELD 8-11 PAID MEAL PERIOD				
0 NO PROVISION	24	53.3	13359	25.3
1 ON OVERTIME, CALL-IN, HOLIDAY WORK, ETC.	12	26.7	27538	52.1
2 ON DESIGNATED SHIFTS	3	6.7	770	1.5
3 1 AND 2	2	4.4	464	0.9
4 OTHER	4	8.9	10755	20.3
TOTAL	45	100.0	52886	100.0
FIELD 8-12 MEAL ALLOWANCE ON OVERTIME OR CALL-IN				
0 NO PROVISION	27	60.0	13798	26.1
1 LESS THAN $4.00	1	2.2	450	0.9
2 $4.00 TO $4.99	1	2.2	160	0.3
3 $5.00 TO $5.99	2	4.4	1750	3.3
4 $6.00 TO $6.99	-	-	-	-
5 $7.00 AND MORE	7	15.6	25456	48.1
6 MEAL PROVIDED	2	4.4	10400	19.7
7 OTHER	5	11.1	852	1.6
TOTAL	45	100.0	52886	100.0
FIELD 8-13 RATE FOR TRAVEL TIME ON OVERTIME, CALL-IN, ETC.				
0 NO PROVISION	39	86.7	51273	97.0
1 1 1/2 X	1	2.2	270	0.5
2 1 1/2 X FOLLOWED BY A HIGHER RATE	1	2.2	156	0.3
3 2 X	2	4.4	235	0.4
4 FLAT AMOUNT	-	-	-	-
5 OTHER	2	4.4	952	1.8
TOTAL	45	100.0	52886	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-14 STAND-BY PAY				
0 NO PROVISION	38	84.4	22765	43.0
1 PROVISION	7	15.6	30121	57.0
TOTAL	45	100.0	52886	100.0
FIELD 8-15 PREMIUM PAY FOR HAZARDOUS, DIRTY, OR UNDERGROUND WORK				
0 NO PROVISION	34	75.6	27001	51.1
1 MULTIPLE RATE (I.E. 1 1/4 X, 1 1/2 X, OR 2 X)	-	-	-	-
2 FLAT AMOUNT PER HOUR IN ADDITION TO REGULAR WAGES	8	17.8	1383	2.6
3 PERCENTAGE OF REGULAR RATE	1	2.2	450	0.9
4 REDUCED SHIFT	-	-	-	-
5 OTHER	2	4.4	24052	45.5
TOTAL	45	100.0	52886	100.0
FIELD 8-16 SECOND SHIFT DIFFERENTIAL				
0 NO PROVISION	25	55.6	17358	32.8
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	2	4.4	306	0.6
3 30 - 49 CENTS PER HOUR	3	6.7	1615	3.1
4 50 - 75 CENTS PER HOUR	8	17.8	30322	57.3
5 MORE THAN 75 CENTS PER HOUR	1	2.2	260	0.5
6 1/2 HOUR'S PAY PER SHIFT	3	6.7	801	1.5
7 1 HOUR'S PAY PER SHIFT	-	-	-	-
8 PERCENTAGE OF HOURLY WAGE RATE	2	4.4	2104	4.0
9 FLAT AMOUNT PER SHIFT	-	-	-	-
10 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	-	-	-	-
11 OTHER	1	2.2	120	0.2
TOTAL	45	100.0	52886	100.0
FIELD 8-17 THIRD SHIFT PREMIUM				
0 NO PROVISION	25	55.6	17589	33.3
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	1	2.2	156	0.3
3 30 - 49 CENTS PER HOUR	3	6.7	407	0.8
4 50 - 74 CENTS PER HOUR	7	15.6	30770	58.2
5 75 - $1.00 PER HOUR	2	4.4	785	1.5
6 MORE THAN $1.00 PER HOUR	-	-	-	-
7 1/2 HOUR'S PAY PER SHIFT	-	-	-	-
8 ONE HOUR'S PAY PER SHIFT	2	4.4	601	1.1
9 TWO HOUR'S PAY PER SHIFT	-	-	-	-
10 PERCENTAGE OF HOURLY WAGE RATE	2	4.4	2104	4.0
11 FLAT AMOUNT PER SHIFT	-	-	-	-
12 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	-	-	-	-
13 OTHER	3	6.7	474	0.9
TOTAL	45	100.0	52886	100.0
FIELD 8-18 SPLIT SHIFT DIFFERENTIAL				
0 NO PROVISION	23	51.1	6276	11.9
1 LESS THAN 20 CENTS	1	2.2	160	0.3
2 20 - 29 CENTS PER HOUR	1	2.2	200	0.4
3 30 - 49 CENTS PER HOUR	-	-	-	-
4 50 - 75 CENTS PER HOUR	-	-	-	-
5 MORE THAN 75 CENTS PER HOUR	-	-	-	-
6 ONE HOUR'S PAY PER SHIFT	4	8.9	11700	22.1
7 FLAT AMOUNT PER SHIFT	1	2.2	255	0.5
8 SPLIT SHIFT PROHIBITED	5	11.1	7115	13.5
9 OTHER	10	22.2	27180	51.4
TOTAL	45	100.0	52886	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-19 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR				
0 NO PROVISION	25	55.6	19784	37.4
1 PROVISION	20	44.4	33102	62.6
TOTAL	45	100.0	52886	100.0
FIELD 8-20 ISOLATION/NORTHERN ALLOWANCE				
0 NO PROVISION	43	95.6	47877	90.5
1 PROVISION	2	4.4	5009	9.5
TOTAL	45	100.0	52886	100.0

SECTION 9 - PAID HOLIDAYS

FIELD 9-01 NUMBER OF PAID HOLIDAYS (STATUTORY AND FLOATING PER YEAR)				
0 NO PROVISION	-	-	-	-
1 EIGHT DAYS OR LESS	-	-	-	-
2 NINE DAYS	1	2.2	390	0.7
3 TEN DAYS	2	4.4	364	0.7
4 ELEVEN DAYS	38	84.4	49998	94.5
5 TWELVE DAYS	2	4.4	1770	3.3
6 THIRTEEN DAYS	2	4.4	364	0.7
7 FOURTEEN DAYS	-	-	-	-
8 FIFTEEN DAYS	-	-	-	-
9 SIXTEEN DAYS OR MORE	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	45	100.0	52886	100.0
FIELD 9-02 REQUIREMENTS TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	19	42.2	33622	63.6
1 MINIMUM LENGTH OF SERVICE	8	17.8	2089	4.0
2 WORK ON SCHEDULED DAY BEFORE HOLIDAY	-	-	-	-
3 WORK ON SCHEDULED DAY AFTER HOLIDAY	-	-	-	-
4 WORK SCHEDULED BOTH DAY BEFORE AND DAY AFTER HOLIDAY	6	13.3	11130	21.0
5 WORK SCHEDULED EITHER DAY BEFORE OR DAY AFTER HOLIDAY	1	2.2	1600	3.0
6 MINIMUM LENGTH OF SERVICE PLUS 2, 3, 4 OR 5	7	15.6	2985	5.6
7 OTHER	4	8.9	1460	2.8
TOTAL	45	100.0	52886	100.0
FIELD 9-03 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	23	51.1	44162	83.5
1 LESS THAN ONE MONTH	7	15.6	2706	5.1
2 ONE MONTH	8	17.8	3833	7.2
3 TWO MONTHS	-	-	-	-
4 MORE THAN TWO MONTHS	1	2.2	122	0.2
5 DESIGNATED NUMBER OF SHIFTS OR HOURS	4	8.9	699	1.3
6 OTHER	2	4.4	1364	2.6
TOTAL	45	100.0	52886	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 9-04 PREMIUM RATE ON A SCHEDULED HOLIDAY				
0 NO PROVISION	5	11.1	1507	2.8
1 ANOTHER DAY OFF	-	-	-	-
2 1 1/2 X FOR HOURS WORKED PLUS EITHER HOLIDAY PAY OR ANOTHER DAY OFF	8	17.8	11701	22.1
3 2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	24	53.3	12720	24.1
4 2 1/2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	1	2.2	400	0.8
5 OTHER	7	15.6	26558	50.2
TOTAL	45	100.0	52886	100.0
FIELD 9-05 PAID HOLIDAY FALLING ON SCHEDULED DAY OFF				
0 NO PROVISION	9	20.0	12519	23.7
1 ANOTHER PAID DAY OFF SUCH AS PRECEDING FRIDAY, FOLLOWING MONDAY	24	53.3	34593	65.4
2 AN EXTRA DAY'S PAY	3	6.7	656	1.2
3 1 OR 2	8	17.8	4616	8.7
4 OTHER	1	2.2	502	0.9
TOTAL	45	100.0	52886	100.0
FIELD 9-06 PAID HOLIDAY FALLING WITHIN VACATION				
0 NO PROVISION	10	22.2	3095	5.9
1 ANOTHER PAID DAY OFF	26	57.8	46750	88.4
2 ANOTHER DAY'S PAY	2	4.4	370	0.7
3 1 OR 2	6	13.3	2431	4.6
4 NOT GRANTED	1	2.2	240	0.5
TOTAL	45	100.0	52886	100.0

SECTION 10 - PAID ANNUAL VACATION

FIELD 10-01 VACATION IN FIRST YEAR OF EMPLOYMENT				
0 NO PROVISION	13	28.9	14147	26.7
1 TAKES ALL OF VACATION EARNED FOR FULL YEAR'S SERVICE	-	-	-	-
2 ONE WEEK AFTER 6 MONTHS	2	4.4	484	0.9
3 GRADUATED ACCORDING TO LENGTH OF SERVICE	20	44.4	34485	65.2
4 OTHER	10	22.2	3770	7.1
TOTAL	45	100.0	52886	100.0
FIELD 10-02 MAXIMUM ANNUAL PAID VACATION				
0 NO PROVISION	-	-	-	-
1 TWO WEEKS	-	-	-	-
2 THREE WEEKS	1	2.2	390	0.7
3 FOUR WEEKS	-	-	-	-
4 FIVE WEEKS	8	17.8	11711	22.1
5 SIX WEEKS	24	53.3	8951	16.9
6 SEVEN WEEKS	4	8.9	1086	2.1
7 EIGHT WEEKS	2	4.4	340	0.6
8 OTHER	6	13.3	30406	57.5
TOTAL	45	100.0	52886	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-03 YEARS OF SERVICE FOR THREE WEEKS PAID VACATION				
0 NO PROVISION	1	2.2	509	1.0
1 MINIMUM GREATER THAN THREE WEEKS	6	13.3	29989	56.7
2 ONE YEAR OF SERVICE	19	42.2	5954	11.3
3 TWO YEARS	6	13.3	2634	5.0
4 THREE YEARS	8	17.8	12609	23.8
5 FOUR YEARS	4	8.9	944	1.8
6 FIVE YEARS	-	-	-	-
7 SIX YEARS	-	-	-	-
8 NOT SPECIFIED, CANNOT DETERMINE	-	-	-	-
9 OTHER	1	2.2	247	0.5
TOTAL	45	100.0	52886	100.0
FIELD 10-04 YEARS OF SERVICE FOR FOUR WEEKS PAID VACATION				
0 NO PROVISION	3	6.7	1146	2.2
1 ONE YEAR OF SERVICE	6	13.3	29989	56.7
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	1	2.2	110	0.2
5 FIVE YEARS	6	13.3	4024	7.6
6 SIX YEARS	4	8.9	469	0.9
7 SEVEN YEARS	9	20.0	11896	22.5
8 EIGHT YEARS	7	15.6	1809	3.4
9 NINE YEARS	4	8.9	785	1.5
10 TEN YEARS	5	11.1	2660	5.0
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	45	100.0	52886	100.0

FIELD 10-05 YEARS OF SERVICE FOR FIVE WEEKS PAID VACATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	3	6.7	1146	2.2
1 ONE YEAR OF SERVICE	2	4.4	340	0.6
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	2	4.4	1168	2.2
8 EIGHT YEARS	3	6.7	3483	6.6
9 NINE YEARS	3	6.7	28591	54.1
10 TEN YEARS	1	2.2	270	0.5
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	6	13.3	1429	2.7
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	4	8.9	606	1.1
15 FIFTEEN YEARS	6	13.3	1306	2.5
16 SIXTEEN YEARS	6	13.3	1224	2.3
17 SEVENTEEN YEARS	1	2.2	255	0.5
18 EIGHTEEN YEARS	4	8.9	1366	2.6
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	4	8.9	11700	22.1
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	45	100.0	52886	100.0

FIELD 10-06 YEARS OF SERVICE FOR SIX WEEKS PAID VACATION

0 NO PROVISION	11	24.4	12857	24.3
1 ONE YEAR OF SERVICE	2	4.4	340	0.6
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	1	2.2	914	1.7
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	1	2.2	254	0.5
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	2	4.4	28481	53.9
15 FIFTEEN YEARS	1	2.2	270	0.5
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	1	2.2	294	0.6
18 EIGHTEEN YEARS	4	8.9	3593	6.8
19 NINETEEN YEARS	1	2.2	172	0.3
20 TWENTY YEARS	3	6.7	632	1.2
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	6	13.3	1052	2.0
23 TWENTY-THREE YEARS	1	2.2	156	0.3
24 TWENTY-FOUR YEARS	6	13.3	1264	2.4
25 TWENTY-FIVE YEARS	1	2.2	206	0.4
26 TWENTY-SIX YEARS	2	4.4	952	1.8
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	1	2.2	255	0.5
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	1	2.2	1200	2.3
TOTAL	45	100.0	52886	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-07 YEARS OF SERVICE FOR SEVEN WEEKS PAID VACATION				
0 NO PROVISION	37	82.2	23224	43.9
1 ONE YEAR OF SERVICE	2	4.4	340	0.6
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	2	4.4	28481	53.9
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	1	2.2	172	0.3
25 TWENTY-FIVE YEARS	1	2.2	254	0.5
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY OR MORE YEARS	2	4.4	415	0.8
TOTAL	45	100.0	52886	100.0
FIELD 10-08 YEARS OF SERVICE FOR EIGHT WEEKS PAID VACATION				
0 NO PROVISION	40	88.9	23810	45.0
1 ONE YEAR OF SERVICE	2	4.4	340	0.6
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	2	4.4	28481	53.9
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY OR MORE YEARS	1	2.2	255	0.5
TOTAL	45	100.0	52886	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-09 ANNUAL VACATION PAY				
0 NO PROVISION	5	11.1	1539	2.9
1 REGULAR PAY	19	42.2	35733	67.6
2 PERCENTAGE OF YEARLY GROSS EARNINGS	15	33.3	14415	27.3
3 1 OR 2, WHICHEVER IS GREATER	5	11.1	1049	2.0
4 OTHER	1	2.2	150	0.3
TOTAL	45	100.0	52886	100.0
FIELD 10-10 VACATION CARRY-OVER				
0 NO PROVISION	22	48.9	6723	12.7
1 WITH LIMITATIONS	19	42.2	12171	23.0
2 WITHOUT LIMITATIONS	-	-	-	-
3 NOT ALLOWED	4	8.9	33992	64.3
4 OTHER	-	-	-	-
TOTAL	45	100.0	52886	100.0
FIELD 10-11 SPECIAL EXTENDED VACATIONS				
0 NO PROVISION	36	80.0	21837	41.3
1 EXTENDED VACATION AT CERTAIN TIMES OF THE YEAR	-	-	-	-
2 EXTENDED VACATION IN DESIGNATED YEARS OF SERVICE	8	17.8	30779	58.2
3 OTHER	1	2.2	270	0.5
TOTAL	45	100.0	52886	100.0

SECTION 11 - LEAVE OF ABSENCE PROVISIONS

FIELD 11-01 BEREAVEMENT LEAVE (IMMEDIATE FAMILY)				
0 NO PROVISION	3	6.7	411	0.8
1 ONE DAY	1	2.2	156	0.3
2 TWO DAYS	-	-	-	-
3 THREE DAYS	17	37.8	17571	33.2
4 FOUR DAYS	-	-	-	-
5 FIVE DAYS	12	26.7	3260	6.2
6 LEAVE VARIES DEPENDING ON CIRCUMSTANCES	10	22.2	30422	57.5
7 LEAVE MENTIONED BUT LENGTH NOT SPECIFIED	1	2.2	152	0.3
8 OTHER	1	2.2	914	1.7
TOTAL	45	100.0	52886	100.0
FIELD 11-02 LEAVE FOR COURT OR JURY DUTY				
0 NO PROVISION	2	4.4	311	0.6
1 PROVISION FOR FULL REGULAR PAY	43	95.6	52575	99.4
2 OTHER (NOT SPECIFIED OR LESS THAN FULL REGULAR PAY)	-	-	-	-
TOTAL	45	100.0	52886	100.0
FIELD 11-03 LEAVE FOR UNION BUSINESS (OTHER THAN HANDLING OF GRIEVANCES)				
0 NO PROVISION	3	6.7	6163	11.7
1 PAID LEAVE	5	11.1	1396	2.6
2 UNPAID LEAVE	14	31.1	37952	71.6
3 PAID OR UNPAID LEAVE - DEPENDS ON CIRCUMSTANCES	23	51.1	7375	13.9
4 OTHER	-	-	-	-
TOTAL	45	100.0	52886	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 11-04 PAID LEAVE: MARRIAGE				
0 NO PROVISION	33	73.3	21763	41.2
1 PROVISION EXISTS, BUT IS NOT SPECIFIED	1	2.2	294	0.6
2 ONE DAY	-	-	-	-
3 TWO DAYS	-	-	-	-
4 THREE DAYS	8	17.8	2198	4.2
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	3	6.7	28631	54.1
7 OTHER	-	-	-	-
TOTAL	45	100.0	52886	100.0
FIELD 11-05 ELIGIBILITY FOR MATERNITY LEAVE				
0 NO PROVISION	35	77.8	50188	94.9
1 ONE MONTHS' SERVICE	-	-	-	-
2 TWO TO SIX MONTHS' SERVICE	8	17.8	2307	4.4
3 MORE THAN SIX MONTHS	-	-	-	-
4 OTHER	2	4.4	391	0.7
TOTAL	45	100.0	52886	100.0
FIELD 11-06 MATERNITY LEAVE: MAXIMUM DURATION (BASIC LEAVE)				
0 NO PROVISION	6	13.3	12281	23.2
1 17 WEEKS	-	-	-	-
2 18 WEEKS	9	20.0	3368	6.4
3 19 - 25 WEEKS	4	8.9	897	1.7
4 26 WEEKS	15	33.3	32016	60.5
5 27 - 52 WEEKS	3	6.7	585	1.1
6 VARIES ACCORDING TO LENGTH OF SERVICE	1	2.2	1600	3.0
7 NOT SPECIFIED, CANNOT DETERMINE	1	2.2	100	0.2
8 OTHER	6	13.3	2039	3.9
TOTAL	45	100.0	52886	100.0
FIELD 11-07 MATERNITY LEAVE WITH PAY				
0 NO PROVISION	43	95.6	51003	96.4
1 WEEKLY INDEMNITY OR GROUP INSURANCE PLAN	-	-	-	-
2 USE OF SICK LEAVE	-	-	-	-
3 LEAVE OF ABSENCE, NO PAY LOSS	-	-	-	-
4 OTHER	2	4.4	1883	3.6
TOTAL	45	100.0	52886	100.0
FIELD 11-08 SENIORITY DURING MATERNITY LEAVE				
0 NO PROVISION	14	31.1	36866	69.7
1 SENIORITY RETAINED	17	37.8	11406	21.6
2 SENIORITY ACCUMULATED	7	15.6	1720	3.3
3 NOT MENTIONED IF SENIORITY RETAINED OR ACCUMMULATED	5	11.1	2487	4.7
4 SENIORITY ACCUMULATED UP TO CERTAIN PERIOD, THEN RETAINED	1	2.2	100	0.2
5 OTHER	1	2.2	307	0.6
TOTAL	45	100.0	52886	100.0
FIELD 11-09 PAID LEAVE: PATERNITY				
0 NO PROVISION	27	60.0	20149	38.1
1 NOT SPECIFIC	-	-	-	-
2 ONE DAY	12	26.7	31294	59.2
3 TWO DAYS	2	4.4	811	1.5
4 THREE DAYS	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	1	2.2	172	0.3
7 OTHER	3	6.7	460	0.9
TOTAL	45	100.0	52886	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 11-10 LEAVE - ADOPTION				
0 NO PROVISION	19	42.2	16065	34.2
1 PAID LEAVE	1	2.2	152	0.3
2 UNPAID LEAVE	23	51.1	34199	64.7
3 OTHER	2	4.4	470	0.9
TOTAL	45	100.0	52886	100.0
FIELD 11-11 LEAVE: EDUCATION				
0 NO PROVISION	21	46.7	7100	13.4
1 LEAVE WITH FULL PAY	5	11.1	1803	3.4
2 LEAVE WITH PARTIAL PAY	-	-	-	-
3 LEAVE WITHOUT PAY	4	8.9	10854	20.5
4 LEAVE PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	1	2.2	110	0.2
5 OTHER	14	31.1	33019	62.4
TOTAL	45	100.0	52886	100.0
FIELD 11-12 SICK FAMILY MEMBER CARE LEAVE				
0 NO PROVISION	26	57.8	20966	39.6
1 ONE DAY	1	2.2	100	0.2
2 TWO DAYS	2	4.4	23979	45.3
3 THREE DAYS	-	-	-	-
4 FOUR DAYS	-	-	-	-
5 FIVE DAYS	2	4.4	271	0.5
6 PROVIDED FOR, BUT DEDUCTED FROM SICK LEAVE	8	17.8	1791	3.4
7 OTHER	6	13.3	5777	10.9
TOTAL	45	100.0	52886	100.0
FIELD 11-13 MAINTENANCE OF BENEFITS ON LIMITED LAYOFFS OR LEAVE OF ABSENCE				
0 NO PROVISION	21	46.7	20752	39.2
1 EMPLOYEE TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	7	15.6	1706	3.2
2 EMPLOYEE PARTIALLY RESPONSIBLE (MAKE UP CONTRIBUTION DURING OR AFTER ABSENCE)	6	13.3	27145	51.3
3 EMPLOYER TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	2	4.4	1070	2.0
4 MENTIONED BUT NOT SPECIFIED	-	-	-	-
5 OTHER	9	20.0	2213	4.2
TOTAL	45	100.0	52886	100.0
FIELD 11-14 PERSONAL LEAVE OF ABSENCE (UNPAID)				
0 NO PROVISION	11	24.4	12751	24.1
1 PROVISION	34	75.6	40135	75.9
TOTAL	45	100.0	52886	100.0

SECTION 12 - HEALTH AND WELFARE PROVISIONS

FIELD 12-01 TYPE OF HEALTH AND WELFARE COVERAGE				
0 NO PROVISION	1	2.2	214	0.4
1 HEALTH AND WELFARE FUND	4	8.9	10750	20.3
2 SERIES OF PLANS	40	88.9	41922	79.3
3 OTHER	-	-	-	-
TOTAL	45	100.0	52886	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 12-02 SERVICE REQUIREMENT TO QUALIFY FOR HEALTH AND WELFARE				
0 NO PROVISION	18	40.0	13843	26.2
1 IMMEDIATELY ON BEING EMPLOYED	2	4.4	351	0.7
2 ONE MONTH	3	6.7	1346	2.5
3 THREE MONTHS	2	4.4	24117	45.6
4 SIX MONTHS	3	6.7	991	1.9
5 ONE YEAR	-	-	-	-
6 VARIES ACCORDING TO PARTICULAR BENEFIT	13	28.9	11511	21.8
7 OTHER	4	8.9	727	1.4
TOTAL	45	100.0	52886	100.0
FIELD 12-03 EMPLOYER CONTRIBUTION TO HEALTH AND WELFARE FUND				
0 NO HEALTH AND WELFARE FUND	41	91.1	42136	79.7
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 39 CENTS PER HOUR	-	-	-	-
4 40 - 49 CENTS PER HOUR	4	8.9	10750	20.3
5 50 - 74 CENTS PER HOUR	-	-	-	-
6 75 CENTS - $1.00 PER HOUR	-	-	-	-
7 MORE THAN $1.00 PER HOUR	-	-	-	-
8 FUND MENTIONED BUT AMOUNT NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	45	100.0	52886	100.0
FIELD 12-04 EMPLOYER CONTRIBUTION TO BASIC HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	3	6.7	608	1.1
1 100% OF PREMIUM	20	44.4	32898	62.2
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	3	6.7	577	1.1
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	7	15.6	2662	5.0
5 50% OF PREMIUM	9	20.0	5491	10.4
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	3	6.7	10650	20.1
10 OTHER	-	-	-	-
TOTAL	45	100.0	52886	100.0
FIELD 12-05 EMPLOYER CONTRIBUTION TO EXTENDED HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	8	17.8	1388	2.6
1 100% OF PREMIUM	19	42.2	35757	67.6
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	3	6.7	577	1.1
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	6	13.3	2506	4.7
5 50% OF PREMIUM	6	13.3	2008	3.8
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	3	6.7	10650	20.1
10 OTHER	-	-	-	-
TOTAL	45	100.0	52886	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 12-06 TYPE OF PAID SICK LEAVE				
0 PLAN NOT MENTIONED IN AGREEMENT	6	13.3	12084	22.8
1 FLAT ALLOWANCE (IN TIME PER MONTH, YEAR, ETC.)	27	60.0	32404	61.3
2 GRADUATED ALLOWANCE ACCORDING TO SERVICE	1	2.2	4749	9.0
3 ALLOWANCE PER DISABILITY	-	-	-	-
4 FLAT AMOUNT IN LIEU OF SICK PAY (E.G.$3 PER MONTH)	-	-	-	-
5 WEEKLY INDEMNITY PLAN	2	4.4	1439	2.7
6 BOTH SICK LEAVE AND WEEKLY INDEMNITY PLAN	8	17.8	1996	3.8
7 OTHER	1	2.2	214	0.4
TOTAL	45	100.0	52886	100.0
FIELD 12-07 NUMBER OF DAYS PAID SICK LEAVE PER YEAR				
0 NO PROVISION	9	20.0	13737	26.0
1 ONE TO SIX DAYS	5	11.1	1412	2.7
2 SEVEN TO TWELVE DAYS	6	13.3	1662	3.1
3 THIRTEEN TO FIFTEEN DAYS	5	11.1	3740	7.1
4 SIXTEEN TO EIGHTEEN DAYS	14	31.1	31066	58.7
5 NINETEEN OR MORE DAYS	2	4.4	350	0.7
6 VARIES WITH LENGTH OF SERVICE	1	2.2	270	0.5
7 OTHER	3	6.7	649	1.2
TOTAL	45	100.0	52886	100.0
FIELD 12-08 MAXIMUM ACCUMULATION OF UNUSED PAID SICK LEAVE				
0 NO PROVISION	20	44.4	16247	30.7
1 30 DAYS OR LESS	1	2.2	150	0.3
2 31 TO 90 DAYS	2	4.4	426	0.8
3 91 TO 120 DAYS	2	4.4	257	0.5
4 121 TO 150 DAYS	4	8.9	995	1.9
5 151 TO 200 DAYS	7	15.6	31963	60.4
6 201 TO 250 DAYS	1	2.2	254	0.5
7 MORE THAN 250 DAYS, BUT LIMITED	3	6.7	1515	2.9
8 UNLIMITED ACCUMULATION	3	6.7	579	1.1
9 OTHER	2	4.4	500	0.9
TOTAL	45	100.0	52886	100.0
FIELD 12-09 CONVERSION OF UNUSED SICK LEAVE				
0 NO PROVISION	24	53.3	19343	36.6
1 ANNUAL CONVERSION TO CASH OR DAYS OFF	1	2.2	502	0.9
2 FULL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	1	2.2	504	1.0
3 PARTIAL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	12	26.7	30982	58.6
4 COMBINATION	2	4.4	247	0.5
5 OTHER	5	11.1	1308	2.5
TOTAL	45	100.0	52886	100.0
FIELD 12-10 EMPLOYER CONTRIBUTION TO SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	34	75.6	46370	91.5
1 100% OF PREMIUM	8	17.8	2666	5.0
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	2	4.4	1325	2.5
5 50% OF PREMIUM	-	-	-	-
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	2.2	525	1.0
9 OTHER	-	-	-	-
TOTAL	45	100.0	52886	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-11 MAXIMUM PERIOD OF SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	33	73.3	47861	90.5
1 LESS THAN 13 WEEKS	-	-	-	-
2 13 WEEKS	-	-	-	-
3 26 WEEKS	3	6.7	1324	2.5
4 39 WEEKS	1	2.2	270	0.5
5 52 WEEKS	2	4.4	689	1.3
6 VARIES ACCORDING TO LENGTH OF SERVICE	1	2.2	525	1.0
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	2	4.4	380	0.7
8 OTHER	3	6.7	1837	3.5
TOTAL	45	100.0	52886	100.0
FIELD 12-12 MAXIMUM AMOUNT OF SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	33	73.3	47861	90.5
1 $100 OR LESS	-	-	-	-
2 $101 TO $150 PER WEEK	-	-	-	-
3 $151 TO $200 PER WEEK	-	-	-	-
4 MORE THAN $200 PER WEEK	2	4.4	1590	3.0
5 PERCENTAGE OF EARNINGS	9	20.0	3180	6.0
6 EQUAL TO MAXIMUM UNEMPLOYMENT INSURANCE BENEFIT	-	-	-	-
7 VARIES ACCORDING TO EARNINGS	-	-	-	-
8 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	1	2.2	255	0.5
9 OTHER	-	-	-	-
TOTAL	45	100.0	52886	100.0
FIELD 12-13 LONG-TERM INCOME CONTINUANCE INSURANCE PLAN				
0 NO PROVISION	27	60.0	17309	32.7
1 PROVISION	18	40.0	35577	67.3
TOTAL	45	100.0	52886	100.0
FIELD 12-14 EMPLOYER CONTRIBUTION TO LIFE INSURANCE PLAN				
0 NO PROVISION	6	13.3	907	1.7
1 100% OF PREMIUM	22	48.9	33883	63.7
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	2	4.4	414	0.8
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	4	8.9	1926	3.6
5 50% OF PREMIUM	4	8.9	1711	3.2
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	3	6.7	3483	6.6
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	3	6.7	10650	20.1
9 OTHER	1	2.2	110	0.2
TOTAL	45	100.0	52886	100.0
FIELD 12-15 AMOUNT OF LIFE INSURANCE BENEFITS				
0 NO PROVISION	6	13.3	907	1.7
1 $5,000 OR LESS	-	-	-	-
2 $5,001 TO $10,000	3	6.7	1770	3.3
3 $10,001 TO $15,000	1	2.2	270	0.5
4 $15,001 TO $20,000	1	2.2	125	0.2
5 MORE THAN $20,000	5	11.1	29665	56.1
6 VARIES ACCORDING TO EARNINGS	11	24.4	2853	5.4
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	13	28.9	5687	10.8
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	3	6.7	10650	20.1
9 OTHER	2	4.4	959	1.8
TOTAL	45	100.0	52886	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-16 EMPLOYER CONTRIBUTION TO ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	28	62.2	36974	69.9
1 100% OF PREMIUM	12	26.7	3671	7.0
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	2.2	1200	2.3
5 50% OF PREMIUM	1	2.2	365	0.7
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	3	6.7	10650	20.1
10 OTHER	-	-	-	-
TOTAL	45	100.0	52886	100.0
FIELD 12-17 MAXIMUM AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	28	62.2	36974	69.9
1 $5,000 OR LESS	-	-	-	-
2 $5,001 TO $10,000	3	6.7	1770	3.3
3 $10,001 TO $15,000	1	2.2	270	0.5
4 $15,001 TO $20,000	-	-	-	-
5 MORE THAN $20,000	3	6.7	1589	3.0
6 VARIES ACCORDING TO EARNINGS	5	11.1	1282	2.4
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	2	4.4	351	0.7
8 HEALTH AND WELFARE FUND MENTIONED, BUT INDIVIDUAL BENEFITS NOT SPECIFIED	3	6.7	10650	20.1
9 OTHER	-	-	-	-
TOTAL	45	100.0	52886	100.0
FIELD 12-18 EMPLOYER CONTRIBUTION TO DENTAL PLAN				
0 NO PROVISION	6	13.3	1366	2.6
1 100% OF PREMIUM	16	35.6	31972	60.5
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	2	4.4	415	0.8
3 75% OF PREMIUM	4	8.9	747	1.4
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	4	8.9	2281	4.3
5 50% OF PREMIUM	9	20.0	5283	10.0
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	2.2	172	0.3
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	3	6.7	10650	20.1
9 OTHER	-	-	-	-
TOTAL	45	100.0	52886	100.0
FIELD 12-19 TYPE OF DENTAL WORK COVERED				
0 NO PROVISION	6	13.3	1366	2.6
1 BASIC (A)	2	4.4	645	1.2
2 BASIC AND EXTENDED (A AND B)	8	17.8	4014	7.6
3 BASIC AND ORTHODONTICS (A AND C)	-	-	-	-
4 BASIC AND EXTENDED AND ORTHODONTICS (A, B AND C)	18	40.0	32807	62.0
5 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	8	17.8	3404	6.4
6 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	3	6.7	10650	20.1
7 OTHER	-	-	-	-
TOTAL	45	100.0	52886	100.0
FIELD 12-20 AVAILABILITY OF PENSION FUND				
0 NO PROVISION	11	24.4	2531	4.8
1 PROVISION	34	75.6	50355	95.2
TOTAL	45	100.0	52886	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-21 ADMINISTRATION OF PENSION FUND				
0 NO PROVISION	18	40.0	7301	13.8
1 UNION	4	8.9	11434	21.6
2 MANAGEMENT	1	2.2	525	1.0
3 JOINT UNION MANAGEMENT ADMINISTRATION	1	2.2	180	0.3
4 ADMINISTERED BY SEPARATE TRUSTEES	-	-	-	-
5 MUNICIPAL/PROVINCIAL GOVERNMENT	20	44.4	32942	62.3
6 OTHER	1	2.2	504	1.0
TOTAL	45	100.0	52886	100.0
FIELD 12-22 RETIREMENT AGE PRACTICES				
0 NO PROVISION	23	51.1	44678	84.5
1 PROVISION	22	48.9	8208	15.5
TOTAL	45	100.0	52886	100.0

SECTION 13 - GRIEVANCE AND ARBITRATION PROCEDURES

FIELD 13-01 INITIAL PRESENTATION OF GRIEVANCE TO MANAGEMENT				
0 NO PROVISION	-	-	-	-
1 BY EMPLOYEE WITHOUT UNION REPRESENTATIVE PRESENT	6	13.3	6462	12.2
2 BY EMPLOYEE WITH UNION REPRESENTATIVE	11	24.4	4839	9.1
3 BY EMPLOYEE CHOICE OF WITH OR WITHOUT UNION REPRESENTATIVE	18	40.0	38235	72.3
4 BY UNION REPRESENTATIVE	2	4.4	297	0.6
5 BY GRIEVANCE COMMITTEE	-	-	-	-
6 BY WRITTEN NOTICE	5	11.1	2666	5.0
7 BY ONE OF SEVERAL ALTERNATIVE PROCEDURES	1	2.2	110	0.2
8 OTHER	2	4.4	277	0.5
TOTAL	45	100.0	52886	100.0
FIELD 13-02 LENGTH OF TIME TO INITIATE GRIEVANCE				
0 NO PROVISION	6	13.3	1310	2.5
1 72 HOURS OR LESS	2	4.4	306	0.6
2 FIVE DAYS	3	6.7	632	1.2
3 ONE WEEK	4	8.9	25457	48.1
4 TEN DAYS	8	17.8	11754	22.2
5 TWO WEEKS	7	15.6	7520	14.2
6 THREE WEEKS	-	-	-	-
7 ONE MONTH	6	13.3	3551	6.7
8 TWO MONTHS	-	-	-	-
9 VARIES BY TYPE OF GRIEVANCE	-	-	-	-
10 OTHER	9	20.0	2354	4.5
TOTAL	45	100.0	52886	100.0
FIELD 13-03 ACCELERATED PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES				
0 NO PROVISION	21	46.7	14918	28.2
1 PROVISION	24	53.3	37968	71.8
TOTAL	45	100.0	52886	100.0
FIELD 13-04 STATUS QUO ANTE IN DISCIPLINE CASES				
0 NO PROVISION	45	100.0	52886	100.0
1 PROVISION	-	-	-	-
TOTAL	45	100.0	52886	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 13-05 CLEARING AN EMPLOYEE RECORD IN DISCIPLINARY CASES				
0 NO PROVISION	27	60.0	46099	87.2
1 PROVISION	18	40.0	6787	12.8
TOTAL	45	100.0	52886	100.0
FIELD 13-06 COMPENSATION BY EMPLOYER FOR GRIEVANCE WORK TO UNION REPRESENTATIVES				
0 NO PROVISION	40	88.9	50615	95.7
1 PROVISION	5	11.1	2271	4.3
TOTAL	45	100.0	52886	100.0
FIELD 13-07 ARBITRATION				
0 AS REQUIRED BY LEGISLATION	-	-	-	-
1 SINGLE ARBITRATOR	11	24.4	8335	15.8
2 PERMANENT UMPIRE (NAMED)	1	2.2	525	1.0
3 TRIPARTITE BOARD	16	35.6	28598	54.1
4 ARBITRATION COMMITTEE OF MORE THAN 3 PEOPLE	-	-	-	-
5 CHOICE OF ALTERNATIVES	17	37.8	15428	29.2
6 OTHER	-	-	-	-
TOTAL	45	100.0	52886	100.0
FIELD 13-08 OFFICER APPOINTMENT BY LABOUR RELATIONS BOARD UNDER SECTION 96 OF THE LABOUR CODE				
0 NOT PROHIBITED (OR NO MENTION)	42	93.3	51116	96.7
1 SPECIFICALLY PROHIBITED BY THE AGREEMENT	3	6.7	1770	3.3
TOTAL	45	100.0	52886	100.0
FIELD 13-09 REFERENCE TO SECTION 112 LABOUR CODE, SHARE OF COST OF GRIEVANCE RECOMMENDATIONS				
0 NO PROVISION	39	86.7	41562	78.6
1 PROVISION	6	13.3	11324	21.4
TOTAL	45	100.0	52886	100.0

SECTION 14 - OCCUPATIONAL SAFETY AND HEALTH

FIELD 14-01 OCCUPATIONAL SAFETY AND HEALTH				
0 NO PROVISION	17	37.8	14753	27.9
1 JOINT SAFETY COMMITTEE	26	57.8	37854	71.6
2 OTHER	2	4.4	279	0.5
TOTAL	45	100.0	52886	100.0
FIELD 14-02 SAFETY COMMITTEE FUNCTIONS				
0 NO SAFETY COMMITTEE PROVISION	20	44.4	15557	29.4
1 SAFETY COMMITTEE FUNCTIONS NOT SPECIFIED	13	28.9	33464	63.3
2 RIGHT TO CALL SPECIAL/EMERGENCY MEETINGS	2	4.4	1990	3.8
3 RIGHT TO INITIATE ACTION OR RECOMMENDATIONS	-	-	-	-
4 RIGHT TO UNDERTAKE INSPECTIONS	2	4.4	207	0.4
5 COMBINATION OF 2 AND 3	1	2.2	152	0.3
6 COMBINATION OF 2 AND 4	4	8.9	1054	2.0
7 COMBINATION OF 2, 3 AND 4	2	4.4	382	0.7
8 OTHER	1	2.2	100	0.2
TOTAL	45	100.0	52886	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 14-03 PAY FOR TIME SPENT ON SAFETY COMMITTEE				
0 NO SAFETY COMMITTEE PROVISION	21	46.7	16471	31.1
1 NO PROVISION FOR PAY OF SAFETY COMMITTEE	17	37.8	33536	63.4
2 PROVISION FOR PAY OF SAFETY COMMITTEE	7	15.6	2879	5.4
TOTAL	45	100.0	52886	100.0
FIELD 14-04 SAFETY EQUIPMENT AND PROTECTIVE CLOTHING				
0 NO PROVISION	34	75.6	47443	89.7
1 EQUIPMENT SUPPLIED AT NO COST TO EMPLOYEE	10	22.2	3843	7.3
2 EQUIPMENT SUPPLIED AT SOME COST TO EMPLOYEE	-	-	-	-
3 MONETARY ALLOWANCE PROVIDED FOR PERCENTAGE OF EQUIPMENT, REPLACEMENT AT SOME COST	1	2.2	1600	3.0
4 OTHER	-	-	-	-
TOTAL	45	100.0	52886	100.0
FIELD 14-05 RIGHT TO REFUSE DANGEROUS WORKING CONDITIONS				
0 NO PROVISION	32	71.1	47001	88.9
1 PROVISION	13	28.9	5885	11.1
TOTAL	45	100.0	52886	100.0
FIELD 14-06 VIDEO DIPSLAY TERMINALS				
0 NO PROVISION	34	75.6	49921	94.4
1 PREGNANT EMPLOYEES RIGHT TO BE REASSIGNED OR TAKE LEAVE OF ABSENCE	-	-	-	-
2 RESTRICTION ON HOURS/REST BREAKS	-	-	-	-
3 COMBINATION OF 1 AND 2	8	17.8	2241	4.2
4 OTHER	3	6.7	724	1.4
TOTAL	45	100.0	52886	100.0
FIELD 14-07 ALCOHOL AND DRUG REHABILITATION PROGRAM				
0 NO PROVISION	44	97.8	51286	97.0
1 PROVISION	1	2.2	1600	3.0
TOTAL	45	100.0	52886	100.0
SECTION 15 - MISCELLANEOUS PROVISIONS				
FIELD 15-01 LABOUR-MANAGEMENT COMMITTEE				
0 NO PROVISION	16	35.6	17977	34.0
1 PROVISION	29	64.4	34909	66.0
TOTAL	45	100.0	52886	100.0
FIELD 15-02 SEXUAL HARASSMENT				
0 NO PROVISION	28	62.2	47979	90.7
1 POLICY STATEMENT ONLY	6	13.3	2310	4.4
2 POLICY AND/OR COMPLAINT PROCEDURE	11	24.4	2597	4.9
3 MENTIONED BUT NOT SPECIFIED	-	-	-	-
TOTAL	45	100.0	52886	100.0
FIELD 15-03 DAY CARE FACILITIES FOR CHILDREN OF EMPLOYEES				
0 NO PROVISION	40	88.9	48889	92.4
1 PROVISION	5	11.1	3997	7.6
TOTAL	45	100.0	52886	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 15-04 JOB EVALUATION PLAN				
0 NO PROVISION	32	71.1	24219	45.8
1 PROVISION	13	28.9	28667	54.2
TOTAL	45	100.0	52886	100.0
FIELD 15-05 MOVING EXPENSES OR ALLOWANCE				
0 NO PROVISION	41	91.1	52024	98.4
1 PROVISION	4	8.9	862	1.6
TOTAL	45	100.0	52886	100.0
FIELD 15-06 WORK CLOTHING AND/OR UNIFORM ALLOWANCES				
0 NO PROVISION	17	37.8	4234	8.0
1 PROVISION	28	62.2	48652	92.0
TOTAL	45	100.0	52886	100.0
FIELD 15-07 TOOL ALLOWANCE				
0 NO PROVISION	36	80.0	51062	96.6
1 PROVISION	9	20.0	1824	3.4
TOTAL	45	100.0	52886	100.0

PART I: h
PUBLIC ADMINISTRATION

(30 agreements covering 44,642 employees)

PUBLIC ADMINISTRATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
SECTION 1 - GENERAL INFORMATION				
FIELD 1-01 PARTIES TO AGREEMENT				
0 SINGLE LOCAL - SINGLE EMPLOYER	22	73.3	8826	19.8
1 SINGLE LOCAL - MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	6	20.0	1421	3.2
2 MULTI-LOCAL (SAME UNION) AND SINGLE EMPLOYER	1	3.3	31606	70.8
3 MULTI-LOCAL (SAME UNION) AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	-	-	-	-
4 MULTI-UNION AND SINGLE EMPLOYER	1	3.3	2795	6.3
5 MULTI-UNION AND MULTI-EMPLOYER OR EMPLOYERS'ASSOCIATION	-	-	-	-
TOTAL	30	100.0	44642	100.0
FIELD 1-02 SIZE OF BARGAINING UNIT				
0 UNDER 100 EMPLOYEES	-	-	-	-
1 100 - 199 EMPLOYEES	11	36.7	1598	3.6
2 200 - 499 EMPLOYEES	11	36.7	3160	7.1
3 500 - 999 EMPLOYEES	3	10.0	2079	4.7
4 1000 - 4999 EMPLOYEES	4	13.3	6205	13.9
5 5000 - 9,999 EMPLOYEES	-	-	-	-
6 10,000 OR MORE EMPLOYEES	1	3.3	31600	70.8
TOTAL	30	100.0	44642	100.0
FIELD 1-03 JURISDICTION OF AGREEMENT				
0 PROVINCIAL	25	83.3	42111	94.3
1 FEDERAL	5	16.7	2531	5.7
TOTAL	30	100.0	44642	100.0
FIELD 1-04 SECTOR				
0 PRIVATE	-	-	-	-
1 PUBLIC	30	100.0	44642	100.0
TOTAL	30	100.0	44642	100.0
FIELD 1-05 TERM OF AGREEMENT				
0 1 YEAR	-	-	-	-
1 MORE THAN 1 YEAR, LESS THAN 2	1	3.3	1000	2.2
2 2 YEARS	9	30.0	35747	80.1
3 MORE THAN 2 YEARS, LESS THAN 3	1	3.3	280	0.6
4 3 YEARS	19	63.3	7615	17.1
5 MORE THAN 3 YEARS	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	30	100.0	44642	100.0
FIELD 1-06 EXPIRY DATE OF AGREEMENT				
0 2ND HALF OF 1984	2	6.7	1350	3.0
1 1ST HALF OF 1985	4	13.3	1296	2.9
2 2ND HALF OF 1985	17	56.7	9581	21.5
3 1ST HALF OF 1986	5	16.7	32124	72.0
4 2ND HALF OF 1986	2	6.7	265	0.6
5 1ST HALF OF 1987	-	-	-	-
6 2ND HALF OF 1987	-	-	-	-
7 LATER THAN 1987	-	-	-	-
TOTAL	30	100.0	44642	100.0

PUBLIC ADMINISTRATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 1-07 GEOGRAPHICAL BREAKDOWN				
0 EAST AND WEST KOOTENAYS	1	3.3	100	0.2
1 OKANAGAN	3	10.0	761	1.7
2 SOUTHERN INTERIOR	-	-	-	-
3 LOWER COAST AND LOWER MAINLAND	12	40.0	4550	10.2
4 VANCOUVER ISLAND	5	16.7	1100	2.5
5 CENTRAL INTERIOR	-	-	-	-
6 PEACE RIVER	-	-	-	-
7 NORTH WEST	1	3.3	185	0.4
8 TWO OR MORE REGIONS	7	23.3	37764	84.6
9 INTER-PROVINCIAL	1	3.3	182	0.4
TOTAL	30	100.0	44642	100.0
SECTION 2 - MANAGEMENT RIGHTS AND UNION SECURITY				
FIELD 2-01 MANAGEMENT RIGHTS CLAUSE				
0 NO PROVISION	8	26.7	3900	8.9
1 GENERAL STATEMENT OF MANAGEMENT RIGHTS	18	60.0	30595	68.7
2 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS WITH MANAGEMENT	4	13.3	1079	2.4
3 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS NOT SPECIFIED	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	30	100.0	44642	100.0
FIELD 2-02 CONTRACTING OUT				
0 NO PROVISION	16	53.3	5496	12.3
1 CONTRACTING OUT RESTRICTED TO OTHER UNION EMPLOYEES	-	-	-	-
2 CONTRACTING OUT RESTRICTED - NO DISPLACEMENT OF PRESENT EMPLOYEES	4	13.3	35270	79.0
3 CONTRACTING OUT RESTRICTED - PAYMENT OF UNION WAGE RATE REQUIRED	2	6.7	460	1.0
4 CONTRACTING OUT RESTRICTED - COMBINATION OF 1, 2, AND/OR 3	4	13.3	822	1.8
5 CONTRACTING OUT PROHIBITED ENTIRELY	-	-	-	-
6 OTHER	4	13.3	2594	5.8
TOTAL	30	100.0	44642	100.0
FIELD 2-03 UNION SECURITY CLAUSE				
0 NO PROVISION	5	16.7	2531	5.7
1 CLOSED SHOP	-	-	-	-
2 UNION SHOP	12	40.0	3492	7.8
3 MODIFIED UNION SHOP (COMPULSORY MEMBERSHIP FOR NEW EMPLOYEES)	10	33.3	37352	83.7
4 MAINTENANCE OF MEMBERSHIP	-	-	-	-
5 RAND FORMULA	1	3.3	807	1.8
6 OTHER	2	6.7	460	1.0
TOTAL	30	100.0	44642	100.0
FIELD 2-04 AUTHORIZATION OF DUES CHECK-OFF				
0 NO PROVISION	-	-	-	-
1 VOLUNTARY	-	-	-	-
2 COMPULSORY FOR ALL EMPLOYEES (ALL EMPLOYEES MUST BE UNION MEMBERS)	11	36.7	2492	5.6
3 COMPULSORY FOR ALL EMPLOYEES (NOT ALL EMPLOYEES MUST BE UNION MEMBERS)	12	40.0	37612	84.7
4 COMPULSORY FOR ALL EMPLOYEES (UNION MEMBERSHIP UNSPECIFIED)	7	23.3	4338	9.7
5 COMPULSORY FOR UNION MEMBERS ONLY	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	30	100.0	44642	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 2-05 RIGHT TO REFUSE TO CROSS PICKET LINES, HANDLE HOT CARGOES, ETC.				
0 NO PROVISION	16	53.3	6683	15.0
1 CROSS PICKET LINES	12	40.0	37424	83.8
2 HOT CARGOES	-	-	-	-
3 NON-UNION WORKERS	-	-	-	-
4 COMBINATION OF 1, 2, AND/OR 3	2	6.7	535	1.2
5 OTHER	-	-	-	-
TOTAL	30	100.0	44642	100.0

SECTION 3 - SENIORITY

FIELD 3-01 SENIORITY UNIT				
0 NO PROVISION	8	26.7	3762	8.4
1 UNION HIRING HALL	-	-	-	-
2 EMPLOYER (PLANT, BARGAINING UNIT)	13	43.3	3926	8.8
3 DEPARTMENT (BRANCH, DIVISION)	-	-	-	-
4 CRAFT (OCCUPATION)	-	-	-	-
5 EMPLOYER AND DEPARTMENT	7	23.3	5116	11.5
6 EMPLOYER AND CRAFT	1	3.3	31600	70.8
7 COMBINATION OF THE ABOVE	-	-	-	-
8 OTHER	1	3.3	238	0.5
TOTAL	30	100.0	44642	100.0
FIELD 3-02 LENGTH OF PROBATIONARY PERIOD				
0 NO PROVISION	5	16.7	2531	5.7
1 ONE CALENDAR MONTH	-	-	-	-
2 TWO CALENDAR MONTHS	-	-	-	-
3 THREE CALENDAR MONTHS	8	26.7	1380	3.1
4 SIX CALENDAR MONTHS	13	43.3	39523	88.5
5 THIRTY WORKING DAYS	-	-	-	-
6 FORTY-FIVE WORKING DAYS	-	-	-	-
7 SIXTY WORKING DAYS	1	3.3	152	0.3
8 240 WORKING DAYS	-	-	-	-
9 OTHER	3	10.0	1056	2.4
TOTAL	30	100.0	44642	100.0
FIELD 3-03 SENIORITY DETERMINING PROMOTION				
0 NO PROVISION	6	20.0	3531	7.9
1 STRAIGHT SENIORITY	1	3.3	405	0.9
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	6	20.0	4351	9.7
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	11	36.7	4051	9.1
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	6	20.0	32309	72.4
5 OTHER	-	-	-	-
TOTAL	30	100.0	44642	100.0
FIELD 3-04 SENIORITY DETERMINING LAYOFF				
0 NO PROVISION	8	26.7	3628	8.1
1 STRAIGHT SENIORITY	3	10.0	2371	5.3
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	13	43.3	3306	7.4
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	2	6.7	705	1.6
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	2	6.7	237	0.5
5 OTHER	2	6.7	34395	77.0
TOTAL	30	100.0	44642	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 3-05 NOTICE OF LAYOFF OR PAY IN LIEU OF NOTICE				
0 NO PROVISION	10	33.3	4015	9.0
1 LESS THAN 24 HOURS	-	-	-	-
2 24 HOURS TO 48 HOURS	-	-	-	-
3 72 HOURS	-	-	-	-
4 ONE WEEK	3	10.0	695	1.6
5 TWO WEEKS	3	10.0	585	1.3
6 ONE MONTH	1	3.3	1000	2.2
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	4	13.3	1284	2.9
8 NOTICE MENTIONED, LENGTH NOT SPECIFIED	1	3.3	260	0.6
9 OTHER	8	26.7	36803	82.4
TOTAL	30	100.0	44642	100.0
FIELD 3-06 RECALL PROCEDURE				
0 NO PROVISION	7	23.3	3448	7.7
1 STRAIGHT SENIORITY	1	3.3	1000	2.2
2 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	19	63.3	8357	18.7
3 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE EQUAL	-	-	-	-
4 SENIORITY CONSIDERED WITH OTHER FACTORS	2	6.7	237	0.5
5 UNION HIRING HALL REFERRAL	-	-	-	-
6 OTHER	1	3.3	31600	70.8
TOTAL	30	100.0	44642	100.0
FIELD 3-07 LOSS OF SENIORITY RECALL RIGHTS				
0 NO PROVISION	10	33.3	6903	15.5
1 FAILURE TO REPORT WHEN NOTIFIED	-	-	-	-
2 AFTER A SPECIFIED PERIOD OFF WORK	2	6.7	1144	2.6
3 EITHER FAILURE TO REPORT OR AFTER A SPECIFIC PERIOD OFF WORK	18	60.0	36595	82.0
TOTAL	30	100.0	44642	100.0
FIELD 3-08 RETENTION OF SENIORITY DURING LAYOFF				
0 NO PROVISION	7	23.3	3448	7.7
1 LESS THAN SIX MONTHS	1	3.3	1000	2.2
2 SIX MONTHS	4	13.3	1038	2.3
3 SEVEN TO TWELVE MONTHS	-	-	-	-
4 TWELVE MONTHS	13	43.3	35170	78.8
5 MORE THAN TWELVE MONTHS UP TO AND INCLUDING TWENTY-FOUR MONTHS	2	6.7	2975	6.7
6 MORE THAN TWENTY-FOUR MONTHS	-	-	-	-
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	3	10.0	1011	2.3
8 NOT SPECIFIED OR INDEFINITE	-	-	-	-
9 SENIORITY LOST ON LAYOFF	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	30	100.0	44642	100.0
FIELD 3-09 RETENTION OF SENIORITY DURING ILLNESS OR INJURY				
0 NO PROVISION	20	66.7	41179	92.2
1 UP TO 1 YEAR	2	6.7	544	1.2
2 12 - 24 MONTHS	-	-	-	-
3 MORE THAN 24 MONTHS	1	3.3	1000	2.2
4 VARIES BY TYPE OF INCAPACITATION	1	3.3	200	0.4
5 OTHER	6	20.0	1719	3.9
TOTAL	30	100.0	44642	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 3-10 SENIORITY ON TRANSFER FROM BARGAINING UNIT				
0 NO PROVISION	20	66.7	40982	91.8
1 SENIORITY LOST ON TRANSFER	-	-	-	-
2 SENIORITY RETAINED FOR SPECIFIED PERIOD ONLY	4	13.3	951	2.1
3 SENIORITY RETAINED INDEFINITELY	6	20.0	2729	6.1
4 VARIES DEPENDING ON CIRCUMSTANCE OF TRANSFER	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	30	100.0	44642	100.0
FIELD 3-11 SUPER SENIORITY (SPECIAL SENIORITY) ON LAY-OFFS, ETC.				
0 NO PROVISION	27	90.0	43849	98.2
1 FOR UNION OFFICIALS	-	-	-	-
2 SPECIAL SKILLS, APPRENTICES	2	6.7	693	1.6
3 COMBINATION OF ALTERNATIVES	1	3.3	100	0.2
4 OTHER	-	-	-	-
TOTAL	30	100.0	44642	100.0

SECTION 4 - JOB OPPORTUNITY AND PROTECTION

FIELD 4-01 JOB POSTING				
0 NO PROVISION	7	23.3	4338	9.7
1 PROVISION	23	76.7	40304	90.3
TOTAL	30	100.0	44642	100.0
FIELD 4-02 PREFERRED EMPLOYMENT FOR OLDER OR DISABLED WORKERS (EXISTING EMPLOYEES)				
0 NO PROVISION	19	63.3	7450	16.7
1 OLDER WORKERS	-	-	-	-
2 DISABLED WORKERS	5	16.7	34748	77.8
3 COMBINATION OF BOTH OLDER AND DISABLED WORKERS	6	20.0	2444	5.5
TOTAL	30	100.0	44642	100.0
FIELD 4-03 LIMITATION OF PART-TIME WORKERS, TRAINEES				
0 NO PROVISION	29	96.7	44532	99.8
1 PROVISION	1	3.3	110	0.2
TOTAL	30	100.0	44642	100.0
FIELD 4-04 TRAINING OR RETRAINING (OTHER THAN TECHNOLOGICAL CHANGE)				
0 NO PROVISION	16	53.3	6133	18.2
1 APPRENTICESHIP	3	10.0	882	2.0
2 COMPANY PROVIDES ON-THE-JOB TRAINING EXPERIENCES	1	3.3	185	0.4
3 COMPANY SPONSORS OFF-PREMISES TRAINING PROGRAMS	1	3.3	152	0.3
4 1 AND 2	-	-	-	-
5 1 AND 3	-	-	-	-
6 2 AND 3	3	10.0	1460	3.3
7 1, 2 AND 3	3	10.0	32971	73.9
8 TRAINING AT EMPLOYEE INITIATION - COMPANY MAY OR MAY NOT REIMBURSE	1	3.3	110	0.2
9 LABOUR AND MANAGEMENT TRAINING PROGRAM	-	-	-	-
10 OTHER	2	6.7	749	1.7
TOTAL	30	100.0	44642	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 4-05 JOURNEYMAN-APPRENTICE RATIO				
0 NO PROVISION	29	96.7	43415	97.3
1 MAXIMUM 1 APPRENTICE FOR EACH JOURNEYMAN	-	-	-	-
2 MAXIMUM 1 APPRENTICE FOR EACH 2 JOURNEYMEN	-	-	-	-
3 MAXIMUM 1 APPRENTICE FOR EACH 3 JOURNEYMEN	-	-	-	-
4 MAXIMUM 1 APPRENTICE FOR EACH 4 JOURNEYMEN	-	-	-	-
5 MAXIMUM 1 APPRENTICE FOR EACH 5 JOURNEYMEN	-	-	-	-
6 MAXIMUM 1 APPRENTICE FOR EACH 6 OR MORE JOURNEYMEN	-	-	-	-
7 NOT SPECIFIED	1	3.3	1227	2.7
TOTAL	30	100.0	44642	100.0
FIELD 4-06 DISTRIBUTION OF WORK DURING SLACK PERIODS/ WORK SHARING				
0 NO PROVISION	30	100.0	44642	100.0
1 REDUCTION IN NORMAL HOURS OF WORK	-	-	-	-
2 CHANGE IN TYPE OF WORK	-	-	-	-
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	30	100.0	44642	100.0
FIELD 4-07 RATE ON TEMPORARY REASSIGNMENT				
0 NO PROVISION	7	23.3	3403	7.6
1 REGULAR RATE OF EMPLOYEE	-	-	-	-
2 RATE OF TEMPORARY JOB OR REGULAR JOB - WHICHEVER IS GREATER	20	66.7	38709	86.7
3 RATE OF TEMPORARY JOB	2	6.7	1807	4.0
4 OTHER	1	3.3	723	1.6
TOTAL	30	100.0	44642	100.0
FIELD 4-08 GUARANTEED EMPLOYMENT OR EARNINGS				
0 NO PROVISION	27	90.0	41312	92.5
1 DAILY GUARANTEE FOR SOME OR ALL EMPLOYEES	2	6.7	2975	6.7
2 WEEKLY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
3 MONTHLY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
4 ANNUAL GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
5 OTHER	1	3.3	355	0.8
TOTAL	30	100.0	44642	100.0
FIELD 4-09 MOONLIGHTING				
0 NO PROVISION	26	86.7	43419	97.3
1 PROHIBITED	1	3.3	130	0.3
2 PERMITTED - WITH RESTRICTIONS	3	10.0	1093	2.4
3 PERMITTED - WITHOUT RESTRICTIONS	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	30	100.0	44642	100.0
FIELD 4-10 CLASSIFICATION OF NEWLY-CREATED JOBS				
0 NO PROVISION	12	40.0	5153	11.5
1 UNION-MANAGEMENT CONSULTATION ONLY	1	3.3	723	1.6
2 ARBITRATION IF CONSULTATION FAILS	15	50.0	38152	85.5
3 OTHER	2	6.7	614	1.4
TOTAL	30	100.0	44642	100.0

PUBLIC ADMINISTRATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
SECTION 5 - TECHNOLOGICAL CHANGE				
FIELD 5-01 TECHNOLOGICAL CHANGE, ADVANCE NOTICE TO UNION				
0 NO PROVISION	9	30.0	37157	83.2
1 LESS THAN THREE MONTHS	1	3.3	1000	2.2
2 THREE MONTHS	18	60.0	6175	13.8
3 SIX MONTHS	1	3.3	130	0.3
4 MORE THAN SIX MONTHS	-	-	-	-
5 NOTICE MENTIONED - TIME NOT SPECIFIED	1	3.3	180	0.4
6 OTHER	-	-	-	-
TOTAL	30	100.0	44642	100.0
FIELD 5-02 CONSULTATION IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	8	26.7	37125	83.2
1 CONSULTATION VIA SPECIAL LABOUR-MANAGEMENT COMMITTEE	2	6.7	474	1.1
2 CONSULTATION - DETAILS UNSPECIFIED	20	66.7	7043	15.8
3 OTHER	-	-	-	-
TOTAL	30	100.0	44642	100.0
FIELD 5-03 ARBITRATION OF TECHNOLOGICAL CHANGE DISPUTE				
0 NO PROVISION	14	46.7	8388	18.8
1 PROVISION	16	53.3	36254	81.2
TOTAL	30	100.0	44642	100.0
FIELD 5-04 TECHNOLOGICAL CHANGE: EMPLOYMENT SECURITY				
0 NO PROVISION	17	56.7	41628	93.2
1 STRAIGHT LAYOFF	1	3.3	152	0.3
2 LAYOFF WITH SEVERANCE PAY OR S.U.B.	6	20.0	1010	2.3
3 WORK FORCE REDUCED THROUGH ATTRITION OR EARLY RETIREMENT	-	-	-	-
4 SOME FORM OF WAGE OR EMPLOYMENT GUARANTEE (OTHER THAN S.U.B./SEVERANCE)	2	6.7	949	2.1
5 COMBINATION	-	-	-	-
6 NO REDUCTION IN TOTAL NUMBER OF EMPLOYEES	3	10.0	703	1.6
7 OTHER	1	3.3	200	0.4
TOTAL	30	100.0	44642	100.0
FIELD 5-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE PAY				
0 NO PROVISION	22	73.3	42994	96.3
1 LESS THAN ONE YEAR	-	-	-	-
2 ONE YEAR	5	16.7	867	1.9
3 TWO YEARS	-	-	-	-
4 THREE YEARS	-	-	-	-
5 FOUR YEARS	-	-	-	-
6 FIVE YEARS	-	-	-	-
7 TEN YEARS	3	10.0	781	1.7
8 OTHER	-	-	-	-
TOTAL	30	100.0	44642	100.0

PUBLIC ADMINISTRATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 5-06 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	22	73.3	42994	96.3
1 ONE WEEK'S PAY PER YEAR OF SERVICE	3	10.0	781	1.7
2 ONE WEEKS'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	-	-	-	-
3 VARIES ACCORDING TO LENGTH OF SERVICE	2	6.7	267	0.6
4 FLAT AMOUNT (E.G. $50/YEAR OR $500 ON TERMINATION, ETC.)	-	-	-	-
5 OTHER	3	10.0	560	1.3
TOTAL	30	100.0	44642	100.0
FIELD 5-07 MAXIMUM AMOUNT OF SEVERANCE PAY				
0 NO PROVISION	23	76.7	43344	97.1
1 LESS THAN 20 WEEKS' PAY	6	20.0	1168	2.6
2 20 - 25 WEEKS' PAY	1	3.3	130	0.3
3 26 - 29 WEEKS' PAY	-	-	-	-
4 30 - 51 WEEKS' PAY	-	-	-	-
5 52 WEEK'S PAY OR MORE	-	-	-	-
6 NO MAXIMUM	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	30	100.0	44642	100.0
FIELD 5-08 TECHNOLOGICAL CHANGE: NOTICE OF PERMANENT LAYOFF				
0 NO PROVISION	27	90.0	44210	99.0
1 LESS THAN THREE MONTHS	2	6.7	252	0.6
2 THREE MONTHS OR MORE, LESS THAN SIX MONTHS	-	-	-	-
3 SIX MONTHS OR MORE, LESS THAN ONE YEAR	-	-	-	-
4 MENTIONED, NOT SPECIFIED	-	-	-	-
5 BY LENGTH OF SERVICE	1	3.3	180	0.4
6 OTHER	-	-	-	-
TOTAL	30	100.0	44642	100.0
FIELD 5-09 OPTIONS FOR EMPLOYEES RETAINED				
0 NO PROVISION	16	53.3	40914	91.6
1 OPPORTUNITY TO BE TRAINED OR RETRAINED	9	30.0	1768	4.0
2 MAINTENANCE OF CURRENT WAGE RATE IF REQUIRED TO MOVE TO LOWER GRADED JOB	1	3.3	1000	2.2
3 GUARANTEE OF ONLY SLIGHTLY LOWER PAY IF MOVED TO LOWER GRADED JOB	-	-	-	-
4 TRANSFER ALLOWANCE AND/OR PROGRAM	-	-	-	-
5 COMBINATION OF ABOVE ALTERNATIVES	3	10.0	560	1.3
6 OTHER	1	3.3	400	0.9
TOTAL	30	100.0	44642	100.0
FIELD 5-10 TRAINING IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	18	60.0	42194	94.5
1 COMPANY PROGRAM	3	10.0	687	1.5
2 UNION PROGRAM OR JOINT COMPANY-UNION PROGRAM	-	-	-	-
3 COMPANY-UNION PROGRAM IN CONJUNCTION WITH PROVINCIAL AND/OR FEDERAL GOVERNMENT	-	-	-	-
4 TRAINING OR RETRAINING MENTIONED BUT NOT SPECIFIED	9	30.0	1761	3.9
5 OTHER	-	-	-	-
TOTAL	30	100.0	44642	100.0
FIELD 5-11 TECHNOLOGICAL CHANGE: REOPENER				
0 NO PROVISION	30	100.0	44642	100.0
1 PROVISION	-	-	-	-
TOTAL	30	100.0	44642	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 5-12 TECHNOLOGICAL CHANGE: RELOCATON ALLOWANCE				
0 NO PROVISION	30	100.0	44642	100.0
1 EMPLOYER PAYS FULL COST	-	-	-	-
2 EMPLOYER PAYS PERCENTAGE OF COST	-	-	-	-
3 EMPLOYER PAYS PERCENTAGE OF COST, BUT MAXIMUM NOT SPECIFIED	-	-	-	-
4 FLAT AMOUNT	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	30	100.0	44642	100.0

SECTION 6 - COMPENSATION PRACTICE AND RELATED PROVISIONS

FIELD 6-01 FREQUENCY OF DEFERRED WAGE INCREASES				
0 NO WAGE ADJUSTMENTS DEFERRED DURING LIFE OF AGREEMENT	1	3.3	1000	2.2
1 WAGE ADJUSTMENT EVERY SIX MONTHS	1	3.3	400	0.9
2 WAGE ADJUSTMENT YEARLY	19	63.3	6534	14.6
3 IRREGULARLY SCHEDULED WAGE INCREASES	7	23.3	35879	80.4
4 VARIES FOR DIFFERENT CATEGORIES OF WORKERS	1	3.3	549	1.2
5 OTHER	1	3.3	280	0.6
TOTAL	30	100.0	44642	100.0
FIELD 6-02 OTHER WAGE ADJUSTMENTS				
0 NO PROVISION	27	90.0	43207	96.8
1 DATE SPECIFIED, AMOUNT DETERMINED LATER	-	-	-	-
2 REOPENER CLAUSE - MUTUAL CONSENT REQUIRED	1	3.3	110	0.2
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	2	6.7	1325	3.0
TOTAL	30	100.0	44642	100.0
FIELD 6-03 SEVERANCE PAY				
0 NO PROVISION	15	50.0	4726	10.6
1 SEVERANCE PAY PLAN	14	46.7	39566	88.6
2 LAYOFF BENEFITS PLAN	-	-	-	-
3 SEVERANCE PAY AND LAYOFF BENEFITS PLAN	1	3.3	350	0.8
4 PLAN EXISTS: NO DETAILS	-	-	-	-
5 OTHER	-	-	-	-
TOTAL	30	100.0	44642	100.0
FIELD 6-04 SUPPLEMENTARY UNEMPLOYMENT BENEFITS				
0 NO PROVISION	30	100.0	44642	100.0
1 PROVISION	-	-	-	-
TOTAL	30	100.0	44642	100.0
FIELD 6-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE BENEFITS				
0 NO PROVISION	19	63.3	38582	86.4
1 LESS THAN ONE YEAR	-	-	-	-
2 ONE YEAR	8	26.7	4966	11.1
3 TWO YEARS	-	-	-	-
4 THREE YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 TEN YEARS	3	10.0	1092	2.4
7 OTHER	-	-	-	-
TOTAL	30	100.0	44642	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 6-06 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	15	50.0	4726	10.6
1 ONE DAY'S PAY PER YEAR OF SERVICE	1	3.3	401	0.9
2 ONE WEEK'S PAY PER YEAR OF SERVICE	2	6.7	381	0.9
3 ONE WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	-	-	-	-
4 VARIES ACCORDING TO LENGTH OF SERVICE	6	20.0	35867	80.3
5 FLAT AMOUNT (E.G. LUMP SUM ON TERMINATION)	-	-	-	-
6 OTHER	6	20.0	3268	7.3
TOTAL	30	100.0	44642	100.0
FIELD 6-07 MAXIMUM ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	18	60.0	5810	13.0
1 LESS THAN 20 WEEKS' PAY	5	16.7	1066	2.4
2 20 WEEKS' PAY	-	-	-	-
3 21 - 25 WEEKS' PAY	-	-	-	-
4 26 - 29 WEEKS' PAY	6	20.0	36561	81.9
5 30 - 52 WEEKS' PAY	-	-	-	-
6 NO MAXIMUM	-	-	-	-
7 OTHER	1	3.3	1183	2.6
TOTAL	30	100.0	44642	100.0
FIELD 6-08 COLA				
0 NO PROVISION	30	100.0	44642	100.0
1 PROVISION EXISTS AND IS EFFECTIVE DURING AGREEMENT	-	-	-	-
2 PROVISION EXISTS AND IS TO BE IMPLEMENTED AT A LATER DATE	-	-	-	-
TOTAL	30	100.0	44642	100.0
FIELD 6-09 COLA: FREQUENCY				
0 NO PROVISION	30	100.0	44642	100.0
1 AUTOMATIC MONTHLY ADJUSTMENT	-	-	-	-
2 AUTOMATIC QUARTERLY ADJUSTMENT	-	-	-	-
3 AUTOMATIC SEMI-ANNUALLY ADJUSTMENT	-	-	-	-
4 AUTOMATIC ANNUAL ADJUSTMENT	-	-	-	-
5 IN LINE WITH CONTRACT WAGE AGREEMENTS	-	-	-	-
6 ADJUSTED DURING TERM OF AGREEMENT	-	-	-	-
7 REVIEW AT IRREGULAR INTERVALS	-	-	-	-
8 CANNOT DETERMINE	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	30	100.0	44642	100.0

SECTION 7 - REGULAR HOURS AND DAYS OF WORK

	NON OFFICE EMPLOYEES NO.	NON OFFICE EMPLOYEES %
FIELD 7-01 NORMAL DAILY WORK HOURS - NON OFFICE EMPLOYEES		
0 NO PROVISION	-	-
1 LESS THAN SEVEN HOURS	-	-
2 SEVEN HOURS	24433	76.1
3 7 1/4 HOURS	-	-
4 7 1/2 HOURS	1266	4.0
5 7 3/4 HOURS	-	-
6 EIGHT HOURS	4568	14.6
7 MORE THAN EIGHT HOURS	917	2.9
8 FLEXIBLE WORK HOURS	-	-
9 OTHER	105	0.3
TOTAL	31289	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-02 NORMAL DAILY WORK HOURS - OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 LESS THAN SEVEN HOURS			-	-
2 SEVEN HOURS			11791	88.3
3 7 1/4 HOURS			-	-
4 7 1/2 HOURS			182	1.4
5 7 3/4 HOURS			325	2.4
6 EIGHT HOURS			30	0.2
7 MORE THAN EIGHT HOURS			25	0.2
8 FLEXIBLE WORK HOURS			-	-
9 OTHER			1000	7.5
TOTAL			13353	100.0
FIELD 7-03 NORMAL WEEKLY WORK DAYS - NON OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 THREE DAYS			-	-
2 FOUR DAYS			110	0.4
3 FIVE DAYS			30267	96.7
4 VARIES BY SEASON, LOCATION, ETC.			-	-
5 NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)			-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			807	2.6
7 OTHER			105	0.3
TOTAL			31289	100.0
FIELD 7-04 NORMAL WEEKLY WORK DAYS - OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 THREE DAYS			-	-
2 FOUR DAYS			-	-
3 FIVE DAYS			12310	92.2
4 VARIES BY SEASON, LOCATION, ETC.			38	0.3
5 NO STANDARD WEEKLY WORK DAYS			-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			5	0.0
7 OTHER			1000	7.5
TOTAL			13353	100.0
FIELD 7-05 NORMAL WEEKLY WORK HOURS - NON OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 LESS THAN 35 HOURS			-	-
2 35 HOURS			24283	77.6
3 37 1/2 HOURS			1186	3.8
4 40 HOURS			4903	15.7
5 MORE THAN 40 HOURS			807	2.6
6 OTHER			110	0.4
TOTAL			31289	100.0
FIELD 7-06 NORMAL WEEKLY WORK HOURS - OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 LESS THAN 35 HOURS			-	-
2 35 HOURS			12841	96.2
3 37 1/2 HOURS			182	1.4
4 40 HOURS			-	-
5 MORE THAN 40 HOURS			-	-
6 OTHER			330	2.5
TOTAL			13353	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-07 DAYS OFF PER WEEK				
0 NO PROVISION	1	3.3	460	0.9
1 TWO DAYS (CONSECUTIVE)	24	80.0	42095	94.3
2 TWO DAYS (NOT CONSECUTIVE)	-	-	-	-
3 THREE DAYS (CONSECUTIVE)	-	-	-	-
4 THREE DAYS (NOT CONSECUTIVE)	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 VARIED FOR CONTINUOUS OR NON-CONTINUOUS OPERATIONS	1	3.3	807	1.8
7 OTHER	4	13.3	1340	3.0
TOTAL	30	100.0	44642	100.0
FIELD 7-08 REPORTING PAY - WORK NOT COMMENCED				
0 LEGISLATION (2 HOURS' PAY)	23	76.7	40232	90.1
1 THREE HOURS' PAY	2	6.7	244	0.5
2 FOUR HOURS' PAY	4	13.3	1371	3.1
3 FULL SHIFT'S PAY	1	3.3	2795	6.3
4 OTHER	-	-	-	-
TOTAL	30	100.0	44642	100.0
FIELD 7-09 REPORTING PAY - WORK HAS COMMENCED				
0 LEGISLATION (4 HOURS' PAY)	28	93.3	41703	93.4
1 MORE THAN FOUR HOURS' PAY BUT LESS THAN A FULL SHIFT'S PAY	1	3.3	144	0.3
2 FULL SHIFT'S PAY	1	3.3	2795	6.3
3 OTHER	-	-	-	-
TOTAL	30	100.0	44642	100.0
FIELD 7-10 PAID REST PERIODS				
0 NO PROVISION	9	30.0	3694	8.3
1 TWO FOR A TOTAL OF 20 MINUTES	11	36.7	4729	10.6
2 TWO FOR A TOTAL OF 30 MINUTES	10	33.3	36219	81.1
3 TWO FOR A TOTAL OF 40 MINUTES	-	-	-	-
4 VARIES WITH DIFFERENT CATEGORIES OF EMPLOYEES	-	-	-	-
5 REST PERIOD MENTIONED BUT NOT SPECIFIED	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	30	100.0	44642	100.0
FIELD 7-11 NOTICE OF CHANGE IN HOURS, DAYS, SHIFTS, ETC.				
0 NO PROVISION	13	43.3	5080	11.4
1 LESS THAN ONE DAY (24 HOURS)	-	-	-	-
2 ONE DAY (24 HOURS)	3	10.0	347	0.8
3 MORE THAN ONE DAY LESS THAN THREE	6	20.0	35595	79.7
4 THREE DAYS TO LESS THAN SEVEN	-	-	-	-
5 SEVEN TO FOURTEEN DAYS	3	10.0	563	1.3
6 MORE THAN FOURTEEN DAYS	1	3.3	1183	2.6
7 NOTICE MENTIONED BUT NOT SPECIFIED	1	3.3	269	0.6
8 OTHER	3	10.0	1585	3.6
TOTAL	30	100.0	44642	100.0
FIELD 7-12 PORTAL-TO-PORTAL				
0 NO PROVISION	30	100.0	44642	100.0
1 PROVISION	-	-	-	-
TOTAL	30	100.0	44642	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-13 PAID WASH, CLEAN UP, OR CLOTHES CHANGING PERIODS				
0 NO PROVISION	24	80.0	10522	23.6
1 PROVISION	6	20.0	34120	76.4
TOTAL	30	100.0	44642	100.0
FIELD 7-14 FLEXIBLE STARTING/QUITTING HOURS				
0 NO PROVISION	26	86.7	9047	20.3
1 PROVISION	4	13.3	35595	79.7
TOTAL	30	100.0	44642	100.0
FIELD 7-15 COMPRESSED WORK WEEK				
0 NO PROVISION	17	56.7	5045	11.3
1 THREE DAY WEEK IN PROGRESS	-	-	-	-
2 FOUR DAY WEEK IN PROGRESS	-	-	-	-
3 ALTERNATING 4, 5, IN PROGRESS	2	6.7	1552	3.5
4 TO COMMENCE DURING TERM OF AGREEMENT	-	-	-	-
5 UNDER STUDY	3	10.0	1051	2.4
6 OTHER	8	26.7	36994	82.9
TOTAL	30	100.0	44642	100.0

SECTION 8 - OVERTIME AND PREMIUM PAY

FIELD 8-01 OVERTIME RATE AFTER NORMAL DAILY WORK HOURS				
0 1 1/2 X	3	10.0	2152	4.8
1 1 1/2 X FOR ONE HOUR, THEN 2 X	1	3.3	144	0.3
2 1 1/2 X FOR TWO HOURS, THEN 2 X	13	43.3	37271	83.5
3 1 1/2 X FOR THREE HOURS, THEN 2 X	3	10.0	487	1.1
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	4	13.3	2117	4.7
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	3	10.0	1037	2.3
6 2 X	1	3.3	185	0.4
7 OTHER	2	6.7	1249	2.8
TOTAL	30	100.0	44642	100.0
FIELD 8-02 OVERTIME RATE AFTER NORMAL WEEKLY WORK HOURS				
0 1 1/2 X	10	33.3	35355	79.2
1 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
2 1 1/2 X FOR TWO HOURS, THEN 2 X	4	13.3	3692	8.3
3 1 1/2 X FOR THREE HOURS, THEN 2 X	2	6.7	380	0.9
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	4	13.3	2117	4.7
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	1	3.3	106	0.2
6 2 X	6	20.7	1998	4.5
7 OTHER	1	3.3	1000	2.2
TOTAL	30	100.0	44642	100.0
FIELD 8-03 OVERTIME RATE ON SIXTH DAY (OR FIRST DAY NOT NORMALLY WORKED)				
0 NO PROVISION	1	3.3	1000	2.2
1 1 1/2 X	5	16.7	1612	3.6
2 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR THREE HOURS, THEN 2 X	1	3.3	201	0.4
5 1 1/2 X FOR FOUR HOURS, THEN 2 X	3	10.0	1631	3.7
6 2 X	17	56.7	38357	85.9
7 OTHER	3	10.0	1842	4.1
TOTAL	30	100.0	44642	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-04 OVERTIME RATE ON SEVENTH DAY (OR SECOND DAY NOT NORMALLY WORKED)				
0 NO PROVISION	1	3.3	1000	2.2
1 1 1/2 X	1	3.3	807	1.8
2 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	26	86.7	42525	95.3
6 3 X	-	-	-	-
7 OVERTIME RATE TIMES SUNDAY PREMIUM RATE (E.G. 1 1/2 X 1 1/2 X)	-	-	-	-
8 OTHER	2	6.7	310	0.7
TOTAL	30	100.0	44642	100.0
FIELD 8-05 OVERTIME COMPENSATION				
0 NO PROVISION	2	6.7	423	0.9
1 PAY ONLY	6	20.0	1856	4.2
2 FULL COMPENSATORY TIME OFF	-	-	-	-
3 CHOICE OF PAY OR COMPENSATORY TIME OFF	22	73.3	42363	94.9
4 OTHER	-	-	-	-
TOTAL	30	100.0	44642	100.0
FIELD 8-06 RIGHT TO REFUSE OVERTIME				
0 NO PROVISION	24	80.0	9018	20.2
1 RIGHT TO REFUSE	4	13.3	32022	71.7
2 NO RIGHT TO REFUSE	1	3.3	807	1.8
3 OVERTIME COMPULSORY IN CASES OF EMERGENCY	1	3.3	2795	6.3
4 OTHER	-	-	-	-
TOTAL	30	100.0	44642	100.0
FIELD 8-07 DISTRIBUTION OF OVERTIME				
0 NO PROVISION	18	60.0	6825	15.3
1 BASED ON SENIORITY	2	6.7	365	0.8
2 SHARED AMONG ALL EMPLOYEES	10	33.3	37452	83.9
3 OTHER	-	-	-	-
TOTAL	30	100.0	44642	100.0
FIELD 8-08 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON SATURDAY				
0 NO PROVISION	24	80.0	42011	94.1
1 NO PREMIUM RATE FOR REGULAR SATURDAY WORK (I.E. STRAIGHT TIME)	-	-	-	-
2 1 1/2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	-	-	-	-
6 FLAT AMOUNT PER HOUR OR DAY	6	20.0	2631	5.9
7 PERCENTAGE OF REGULAR RATE	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	30	100.0	44642	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 8-09 PREMIUM RATE FOR REGULAR SCHEDULED WORK ON SUNDAY				
0 NO PROVISION	21	70.0	41097	92.1
1 NO PREMIUM RATE FOR REGULAR SUNDAY WORK (I.E.STRAIGHT TIME)	-	-	-	-
2 1 1/2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	-	-	-	-
6 FLAT AMOUNT PER HOUR OR PER DAY	7	23.3	3180	7.1
7 PERCENTAGE OF REGULAR RATE	1	3.3	185	0.4
8 OTHER	1	3.3	180	0.4
TOTAL	30	100.0	44642	100.0
FIELD 8-10 CALL-IN (CALL-BACK) PAY GUARANTEE				
0 NO PROVISION	2	6.7	1200	2.7
1 MINIMUM OF TWO HOURS AT STRAIGHT TIME	-	-	-	-
2 MINIMUM OF THREE HOURS AT STRAIGHT TIME	1	3.3	400	0.9
3 MINIMUM OF FOUR HOURS AT STRAIGHT TIME	6	20.0	2268	5.1
4 MORE THAN FOUR HOURS' PAY AT STRAIGHT TIME	-	-	-	-
5 MINIMUM OF TWO HOURS AT OVERTIME RATE	4	13.3	1194	2.7
6 MINIMUM OF THREE HOURS AT OVERTIME RATE	3	10.0	34684	77.7
7 MINIMUM OF FOUR HOURS AT OVERTIME RATE	2	6.7	274	0.6
8 MORE THAN FOUR HOURS' PAY AT OVERTIME RATE	-	-	-	-
9 OVERTIME RATE, NO MINIMUM GUARANTEE	-	-	-	-
10 1 1/2 X FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	2	6.7	823	1.8
11 DOUBLE TIME FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	1	3.3	238	0.5
12 OTHER	9	30.0	3501	8.0
TOTAL	30	100.0	44642	100.0
FIELD 8-11 PAID MEAL PERIOD				
0 NO PROVISION	11	36.7	4407	9.9
1 ON OVERTIME, CALL-IN, HOLIDAY WORK, ETC.	17	56.7	37255	83.5
2 ON DESIGNATED SHIFTS	-	-	-	-
3 1 AND 2	1	3.3	185	0.4
4 OTHER	1	3.3	2795	6.3
TOTAL	30	100.0	44642	100.0
FIELD 8-12 MEAL ALLOWANCE ON OVERTIME OR CALL-IN				
0 NO PROVISION	11	36.7	4271	9.6
1 LESS THAN $4.00	-	-	-	-
2 $4.00 TO $4.99	4	13.3	1806	4.0
3 $5.00 TO $5.99	-	-	-	-
4 $6.00 TO $6.99	-	-	-	-
5 $7.00 AND MORE	6	20.0	35981	80.6
6 MEAL PROVIDED	1	3.3	280	0.6
7 OTHER	8	26.7	2302	5.2
TOTAL	30	100.0	44642	100.0
FIELD 8-13 RATE FOR TRAVEL TIME ON OVERTIME, CALL-IN, ETC.				
0 NO PROVISION	19	63.3	8550	19.2
1 1 1/2 X	-	-	-	-
2 1 1/2 X FOLLOWED BY A HIGHER RATE	4	13.3	33246	74.5
3 2 X	2	6.7	644	1.4
4 FLAT AMOUNT	-	-	-	-
5 OTHER	5	16.7	2202	4.9
TOTAL	30	100.0	44642	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-14 STAND-BY PAY				
0 NO PROVISION	5	16.7	1531	3.4
1 PROVISION	25	83.3	43111	96.6
TOTAL	30	100.0	44642	100.0
FIELD 8-15 PREMIUM PAY FOR HAZARDOUS, DIRTY, OR UNDERGROUND WORK				
0 NO PROVISION	13	43.3	7804	17.5
1 MULTIPLE RATE (I.E. 1 1/4 X, 1 1/2 X, OR 2 X)	1	3.3	152	0.3
2 FLAT AMOUNT PER HOUR IN ADDITION TO REGULAR WAGES	11	36.7	2674	6.0
3 PERCENTAGE OF REGULAR RATE	-	-	-	-
4 REDUCED SHIFT	-	-	-	-
5 OTHER	5	16.7	34012	76.2
TOTAL	30	100.0	44642	100.0
FIELD 8-16 SECOND SHIFT DIFFERENTIAL				
0 NO PROVISION	4	13.3	1587	3.6
1 LESS THAN 20 CENTS PER HOUR	1	3.3	350	0.8
2 20 - 29 CENTS PER HOUR	1	3.3	110	0.2
3 30 - 49 CENTS PER HOUR	7	23.3	2823	6.3
4 50 - 75 CENTS PER HOUR	12	40.0	38166	85.5
5 MORE THAN 75 CENTS PER HOUR	-	-	-	-
6 1/2 HOUR'S PAY PER SHIFT	1	3.3	130	0.3
7 1 HOUR'S PAY PER SHIFT	-	-	-	-
8 PERCENTAGE OF HOURLY WAGE RATE	1	3.3	144	0.3
9 FLAT AMOUNT PER SHIFT	-	-	-	-
10 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	-	-	-	-
11 OTHER	3	10.0	1332	3.0
TOTAL	30	100.0	44642	100.0
FIELD 8-17 THIRD SHIFT PREMIUM				
0 NO PROVISION	5	16.7	2587	5.8
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 49 CENTS PER HOUR	5	16.7	2531	5.7
4 50 - 74 CENTS PER HOUR	15	50.0	38506	86.4
5 75 - $1.00 PER HOUR	-	-	-	-
6 MORE THAN $1.00 PER HOUR	-	-	-	-
7 1/2 HOUR'S PAY PER SHIFT	-	-	-	-
8 ONE HOUR'S PAY PER SHIFT	1	3.3	130	0.3
9 TWO HOUR'S PAY PER SHIFT	-	-	-	-
10 PERCENTAGE OF HOURLY WAGE RATE	1	3.3	144	0.3
11 FLAT AMOUNT PER SHIFT	-	-	-	-
12 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	-	-	-	-
13 OTHER	3	10.0	682	1.5
TOTAL	30	100.0	44642	100.0
FIELD 8-18 SPLIT SHIFT DIFFERENTIAL				
0 NO PROVISION	22	73.3	41517	93.0
1 LESS THAN 20 CENTS	-	-	-	-
2 20 - 29 CENTS PER HOUR	2	6.7	1290	2.9
3 30 - 49 CENTS PER HOUR	-	-	-	-
4 50 - 75 CENTS PER HOUR	3	10.0	1274	2.9
5 MORE THAN 75 CENTS PER HOUR	-	-	-	-
6 ONE HOUR'S PAY PER SHIFT	-	-	-	-
7 FLAT AMOUNT PER SHIFT	-	-	-	-
8 SPLIT SHIFT PROHIBITED	2	6.7	381	0.9
9 OTHER	1	3.3	180	0.4
TOTAL	30	100.0	44642	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-19 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR				
0 NO PROVISION	13	43.3	4491	10.1
1 PROVISION	17	56.7	40151	89.9
TOTAL	30	100.0	44642	100.0
FIELD 8-20 ISOLATION/NORTHERN ALLOWANCE				
0 NO PROVISION	27	90.0	9247	20.7
1 PROVISION	3	10.0	35395	79.3
TOTAL	30	100.0	44642	100.0

SECTION 9 - PAID HOLIDAYS

FIELD 9-01 NUMBER OF PAID HOLIDAYS (STATUTORY AND FLOATING PER YEAR)				
0 NO PROVISION	-	-	-	-
1 EIGHT DAYS OR LESS	-	-	-	-
2 NINE DAYS	-	-	-	-
3 TEN DAYS	-	-	-	-
4 ELEVEN DAYS	30	100.0	44642	100.0
5 TWELVE DAYS	-	-	-	-
6 THIRTEEN DAYS	-	-	-	-
7 FOURTEEN DAYS	-	-	-	-
8 FIFTEEN DAYS	-	-	-	-
9 SIXTEEN DAYS OR MORE	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	30	100.0	44642	100.0
FIELD 9-02 REQUIREMENTS TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	13	43.3	39413	88.3
1 MINIMUM LENGTH OF SERVICE	5	16.7	1103	2.5
2 WORK ON SCHEDULED DAY BEFORE HOLIDAY	-	-	-	-
3 WORK ON SCHEDULED DAY AFTER HOLIDAY	-	-	-	-
4 WORK SCHEDULED BOTH DAY BEFORE AND DAY AFTER HOLIDAY	7	23.3	2200	4.9
5 WORK SCHEDULED EITHER DAY BEFORE OR DAY AFTER HOLIDAY	2	6.7	1048	2.3
6 MINIMUM LENGTH OF SERVICE PLUS 2, 3, 4 OR 5	3	10.0	878	2.0
7 OTHER	-	-	-	-
TOTAL	30	100.0	44642	100.0
FIELD 9-03 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	21	70.0	42554	95.3
1 LESS THAN ONE MONTH	2	6.7	344	0.8
2 ONE MONTH	5	16.7	1507	3.4
3 TWO MONTHS	-	-	-	-
4 MORE THAN TWO MONTHS	-	-	-	-
5 DESIGNATED NUMBER OF SHIFTS OR HOURS	2	6.7	237	0.5
6 OTHER	-	-	-	-
TOTAL	30	100.0	44642	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 9-04 PREMIUM RATE ON A SCHEDULED HOLIDAY				
0 NO PROVISION	1	3.3	400	0.9
1 ANOTHER DAY OFF	1	3.3	1000	2.2
2 1 1/2 X FOR HOURS WORKED PLUS EITHER HOLIDAY PAY OR ANOTHER DAY OFF	8	26.7	3331	7.5
3 2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	15	50.0	6690	15.0
4 2 1/2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	-	-	-	-
5 OTHER	5	16.7	33221	74.4
TOTAL	30	100.0	44642	100.0
FIELD 9-05 PAID HOLIDAY FALLING ON SCHEDULED DAY OFF				
0 NO PROVISION	2	6.7	659	1.5
1 ANOTHER PAID DAY OFF SUCH AS PRECEDING FRIDAY, FOLLOWING MONDAY	22	73.3	40824	91.4
2 AN EXTRA DAY'S PAY	-	-	-	-
3 1 OR 2	5	16.7	2352	5.3
4 OTHER	1	3.3	807	1.8
TOTAL	30	100.0	44642	100.0
FIELD 9-06 PAID HOLIDAY FALLING WITHIN VACATION				
0 NO PROVISION	7	23.3	3661	8.2
1 ANOTHER PAID DAY OFF	21	70.0	40611	91.0
2 ANOTHER DAY'S PAY	2	6.7	370	0.8
3 1 OR 2	-	-	-	-
4 NOT GRANTED	-	-	-	-
TOTAL	30	100.0	44642	100.0

SECTION 10 - PAID ANNUAL VACATION

FIELD 10-01 VACATION IN FIRST YEAR OF EMPLOYMENT				
0 NO PROVISION	4	13.3	825	1.8
1 TAKES ALL OF VACATION EARNED FOR FULL YEAR'S SERVICE	-	-	-	-
2 ONE WEEK AFTER 6 MONTHS	-	-	-	-
3 GRADUATED ACCORDING TO LENGTH OF SERVICE	19	63.3	37996	85.1
4 OTHER	7	23.3	5821	13.0
TOTAL	30	100.0	44642	100.0
FIELD 10-02 MAXIMUM ANNUAL PAID VACATION				
0 NO PROVISION	1	3.3	1000	2.2
1 TWO WEEKS	-	-	-	-
2 THREE WEEKS	-	-	-	-
3 FOUR WEEKS	-	-	-	-
4 FIVE WEEKS	7	23.3	3482	7.8
5 SIX WEEKS	20	66.7	37180	83.3
6 SEVEN WEEKS	2	6.7	2960	6.7
7 EIGHT WEEKS	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	30	100.0	44642	100.0

PUBLIC ADMINISTRATION

FIELD 10-03 YEARS OF SERVICE FOR THREE WEEKS PAID VACATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	1	3.3	1000	2.2
1 MINIMUM GREATER THAN THREE WEEKS	1	3.3	2795	6.3
2 ONE YEAR OF SERVICE	23	76.7	39279	88.0
3 TWO YEARS	4	13.3	1424	3.2
4 THREE YEARS	1	3.3	144	0.3
5 FOUR YEARS	-	-	-	-
6 FIVE YEARS	-	-	-	-
7 SIX YEARS	-	-	-	-
8 NOT SPECIFIED, CANNOT DETERMINE	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	30	100.0	44642	100.0

FIELD 10-04 YEARS OF SERVICE FOR FOUR WEEKS PAID VACATION

0 NO PROVISION	1	3.3	1000	2.2
1 ONE YEAR OF SERVICE	1	3.3	2795	6.3
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	3	10.0	495	1.1
7 SEVEN YEARS	3	10.0	886	2.0
8 EIGHT YEARS	6	20.0	32620	73.1
9 NINE YEARS	9	30.0	3106	7.0
10 TEN YEARS	7	23.3	3738	8.4
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	30	100.0	44642	100.0

FIELD 10-05 YEARS OF SERVICE FOR FIVE WEEKS PAID VACATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	1	3.3	1000	2.2
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	1	3.3	185	0.4
10 TEN YEARS	1	3.3	2795	6.3
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	2	6.7	31785	71.2
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	1	3.3	100	0.2
15 FIFTEEN YEARS	2	6.7	679	1.5
16 SIXTEEN YEARS	6	20.0	1252	2.8
17 SEVENTEEN YEARS	8	26.7	2964	6.6
18 EIGHTEEN YEARS	1	3.3	400	0.9
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	4	13.3	2962	6.6
21 TWENTY-ONE YEARS	1	3.3	144	0.3
22 TWENTY-TWO YEARS	2	6.7	376	0.8
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	30	100.0	44642	100.0

FIELD 10-06 YEARS OF SERVICE FOR SIX WEEKS PAID VACATION

0 NO PROVISION	8	26.7	4482	10.0
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	1	3.3	2795	6.3
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	1	3.3	185	0.4
18 EIGHTEEN YEARS	1	3.3	185	0.4
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	2	6.7	31730	71.1
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	2	6.7	649	1.5
24 TWENTY-FOUR YEARS	5	16.7	899	2.0
25 TWENTY-FIVE YEARS	9	30.0	3317	7.4
26 TWENTY-SIX YEARS	1	3.3	400	0.9
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	30	100.0	44642	100.0

FIELD 10-07 YEARS OF SERVICE FOR SEVEN WEEKS PAID VACATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	28	93.3	41662	93.3
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	1	3.3	2795	6.3
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	1	3.3	185	0.4
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY OR MORE YEARS	-	-	-	-
TOTAL	30	100.0	44642	100.0

FIELD 10-08 YEARS OF SERVICE FOR EIGHT WEEKS PAID VACATION

0 NO PROVISION	30	100.0	44642	100.0
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY OR MORE YEARS	-	-	-	-
TOTAL	30	100.0	44642	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-09 ANNUAL VACATION PAY				
0 NO PROVISION	3	10.0	1380	3.1
1 REGULAR PAY	20	66.7	41615	93.7
2 PERCENTAGE OF YEARLY GROSS EARNINGS	1	3.3	185	0.4
3 1 OR 2, WHICHEVER IS GREATER	6	20.0	1262	2.8
4 OTHER	-	-	-	-
TOTAL	30	100.0	44642	100.0
FIELD 10-10 VACATION CARRY-OVER				
0 NO PROVISION	11	36.7	3038	6.8
1 WITH LIMITATIONS	17	56.7	41319	92.6
2 WITHOUT LIMITATIONS	-	-	-	-
3 NOT ALLOWED	-	-	-	-
4 OTHER	2	6.7	285	0.6
TOTAL	30	100.0	44642	100.0
FIELD 10-11 SPECIAL EXTENDED VACATIONS				
0 NO PROVISION	19	63.3	39595	88.7
1 EXTENDED VACATION AT CERTAIN TIMES OF THE YEAR	-	-	-	-
2 EXTENDED VACATION IN DESIGNATED YEARS OF SERVICE	11	36.7	5047	11.3
3 OTHER	-	-	-	-
TOTAL	30	100.0	44642	100.0

SECTION 11 - LEAVE OF ABSENCE PROVISIONS

FIELD 11-01 BEREAVEMENT LEAVE (IMMEDIATE FAMILY)				
0 NO PROVISION	2	6.7	550	1.2
1 ONE DAY	1	3.3	1227	2.7
2 TWO DAYS	-	-	-	-
3 THREE DAYS	8	26.7	1666	3.7
4 FOUR DAYS	-	-	-	-
5 FIVE DAYS	2	6.7	3855	8.8
6 LEAVE VARIES DEPENDING ON CIRCUMSTANCES	16	53.3	37144	83.2
7 LEAVE MENTIONED BUT LENGTH NOT SPECIFIED	-	-	-	-
8 OTHER	1	3.3	1000	2.2
TOTAL	30	100.0	44642	100.0
FIELD 11-02 LEAVE FOR COURT OR JURY DUTY				
0 NO PROVISION	4	13.3	2494	5.6
1 PROVISION FOR FULL REGULAR PAY	26	86.7	42148	94.4
2 OTHER (NOT SPECIFIED OR LESS THAN FULL REGULAR PAY)	-	-	-	-
TOTAL	30	100.0	44642	100.0
FIELD 11-03 LEAVE FOR UNION BUSINESS (OTHER THAN HANDLING OF GRIEVANCES)				
0 NO PROVISION	3	10.0	656	1.5
1 PAID LEAVE	3	10.0	1407	3.2
2 UNPAID LEAVE	4	13.3	3712	8.3
3 PAID OR UNPAID LEAVE - DEPENDS ON CIRCUMSTANCES	19	63.3	38682	86.6
4 OTHER	1	3.3	185	0.4
TOTAL	30	100.0	44642	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 11-04 PAID LEAVE: MARRIAGE				
0 NO PROVISION	21	70.0	7356	16.5
1 PROVISION EXISTS, BUT IS NOT SPECIFIED	-	-	-	-
2 ONE DAY	2	6.7	360	0.8
3 TWO DAYS	-	-	-	-
4 THREE DAYS	2	6.7	34395	77.0
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	5	16.7	2531	5.7
7 OTHER	-	-	-	-
TOTAL	30	100.0	44642	100.0
FIELD 11-05 ELIGIBILITY FOR MATERNITY LEAVE				
0 NO PROVISION	24	80.0	39937	89.5
1 ONE MONTHS' SERVICE	-	-	-	-
2 TWO TO SIX MONTHS' SERVICE	6	20.0	4705	10.5
3 MORE THAN SIX MONTHS	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	30	100.0	44642	100.0
FIELD 11-06 MATERNITY LEAVE: MAXIMUM DURATION (BASIC LEAVE)				
0 NO PROVISION	5	16.7	2146	4.8
1 17 WEEKS	-	-	-	-
2 18 WEEKS	6	20.0	920	2.1
3 19 - 25 WEEKS	2	6.7	274	0.6
4 26 WEEKS	17	56.7	41302	92.5
5 27 - 52 WEEKS	-	-	-	-
6 VARIES ACCORDING TO LENGTH OF SERVICE	-	-	-	-
7 NOT SPECIFIED, CANNOT DETERMINE	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	30	100.0	44642	100.0
FIELD 11-07 MATERNITY LEAVE WITH PAY				
0 NO PROVISION	30	100.0	44642	100.0
1 WEEKLY INDEMNITY OR GROUP INSURANCE PLAN	-	-	-	-
2 USE OF SICK LEAVE	-	-	-	-
3 LEAVE OF ABSENCE, NO PAY LOSS	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	30	100.0	44642	100.0
FIELD 11-08 SENIORITY DURING MATERNITY LEAVE				
0 NO PROVISION	10	33.3	2975	6.7
1 SENIORITY RETAINED	9	30.0	37050	83.0
2 SENIORITY ACCUMULATED	3	10.0	1252	2.8
3 NOT MENTIONED IF SENIORITY RETAINED OR ACCUMMULATED	3	10.0	530	1.2
4 SENIORITY ACCUMULATED UP TO CERTAIN PERIOD, THEN RETAINED	-	-	-	-
5 OTHER	5	16.7	2835	6.4
TOTAL	30	100.0	44642	100.0
FIELD 11-09 PAID LEAVE: PATERNITY				
0 NO PROVISION	22	73.3	7465	16.8
1 NOT SPECIFIC	-	-	-	-
2 ONE DAY	7	23.3	36972	82.8
3 TWO DAYS	-	-	-	-
4 THREE DAYS	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	-	-	-	-
7 OTHER	1	3.3	185	0.4
TOTAL	30	100.0	44642	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 11-10 LEAVE - ADOPTION				
0 NO PROVISION	11	36.7	3058	6.9
1 PAID LEAVE	1	3.3	350	0.8
2 UNPAID LEAVE	18	60.0	41234	92.4
3 OTHER	-	-	-	-
TOTAL	30	100.0	44642	100.0
FIELD 11-11 LEAVE: EDUCATION				
0 NO PROVISION	17	56.7	5944	13.3
1 LEAVE WITH FULL PAY	4	13.3	1685	3.8
2 LEAVE WITH PARTIAL PAY	-	-	-	-
3 LEAVE WITHOUT PAY	-	-	-	-
4 LEAVE PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	2	6.7	460	1.0
5 OTHER	7	23.3	36553	81.9
TOTAL	30	100.0	44642	100.0
FIELD 11-12 SICK FAMILY MEMBER CARE LEAVE				
0 NO PROVISION	19	63.3	5991	13.4
1 ONE DAY	-	-	-	-
2 TWO DAYS	5	16.7	2531	5.7
3 THREE DAYS	-	-	-	-
4 FOUR DAYS	-	-	-	-
5 FIVE DAYS	-	-	-	-
6 PROVIDED FOR, BUT DEDUCTED FROM SICK LEAVE	3	10.0	725	1.6
7 OTHER	3	10.0	35395	79.3
TOTAL	30	100.0	44642	100.0
FIELD 11-13 MAINTENANCE OF BENEFITS ON LIMITED LAYOFFS OR LEAVE OF ABSENCE				
0 NO PROVISION	16	53.3	5779	12.9
1 EMPLOYEE TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	3	10.0	3087	6.9
2 EMPLOYEE PARTIALLY RESPONSIBLE (MAKE UP CONTRIBUTION DURING OR AFTER ABSENCE)	5	16.7	33614	75.3
3 EMPLOYER TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	-	-	-	-
4 MENTIONED BUT NOT SPECIFIED	-	-	-	-
5 OTHER	6	20.0	2162	4.8
TOTAL	30	100.0	44642	100.0
FIELD 11-14 PERSONAL LEAVE OF ABSENCE (UNPAID)				
0 NO PROVISION	10	33.3	4116	9.2
1 PROVISION	20	66.7	40526	90.8
TOTAL	30	100.0	44642	100.0

SECTION 12 - HEALTH AND WELFARE PROVISIONS

FIELD 12-01 TYPE OF HEALTH AND WELFARE COVERAGE				
0 NO PROVISION	6	20.0	2711	6.1
1 HEALTH AND WELFARE FUND	-	-	-	-
2 SERIES OF PLANS	24	80.0	41931	93.9
3 OTHER	-	-	-	-
TOTAL	30	100.0	44642	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-02 SERVICE REQUIREMENT TO QUALIFY FOR HEALTH AND WELFARE				
0 NO PROVISION	13	43.3	6727	15.1
1 IMMEDIATELY ON BEING EMPLOYED	-	-	-	-
2 ONE MONTH	-	-	-	-
3 THREE MONTHS	2	6.7	230	0.5
4 SIX MONTHS	5	16.7	2319	5.2
5 ONE YEAR	-	-	-	-
6 VARIES ACCORDING TO PARTICULAR BENEFIT	9	30.0	34559	77.4
7 OTHER	1	3.3	807	1.8
TOTAL	30	100.0	44642	100.0
FIELD 12-03 EMPLOYER CONTRIBUTION TO HEALTH AND WELFARE FUND				
0 NO HEALTH AND WELFARE FUND	30	100.0	44642	100.0
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 39 CENTS PER HOUR	-	-	-	-
4 40 - 49 CENTS PER HOUR	-	-	-	-
5 50 - 74 CENTS PER HOUR	-	-	-	-
6 75 CENTS - $1.00 PER HOUR	-	-	-	-
7 MORE THAN $1.00 PER HOUR	-	-	-	-
8 FUND MENTIONED BUT AMOUNT NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	30	100.0	44642	100.0
FIELD 12-04 EMPLOYER CONTRIBUTION TO BASIC HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	5	16.7	2531	5.7
1 100% OF PREMIUM	9	30.0	36717	82.2
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	2	6.7	324	0.7
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	2	6.7	282	0.6
5 50% OF PREMIUM	10	33.3	3871	8.7
6 LESS THAN 50% OF PREMIUM	1	3.3	110	0.2
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	3.3	807	1.8
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	30	100.0	44642	100.0
FIELD 12-05 EMPLOYER CONTRIBUTION TO EXTENDED HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	6	20.0	2931	6.6
1 100% OF PREMIUM	6	20.7	36168	81.0
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	2	6.7	324	0.7
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	2	6.7	282	0.6
5 50% OF PREMIUM	9	30.0	3820	8.6
6 LESS THAN 50% OF PREMIUM	1	3.3	110	0.2
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	2	6.7	1007	2.3
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	30	100.0	44642	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-06 TYPE OF PAID SICK LEAVE				
0 PLAN NOT MENTIONED IN AGREEMENT	1	3.3	214	0.5
1 FLAT ALLOWANCE (IN TIME PER MONTH, YEAR, ETC.)	20	66.7	7123	16.0
2 GRADUATED ALLOWANCE ACCORDING TO SERVICE	2	6.7	310	0.7
3 ALLOWANCE PER DISABILITY	-	-	-	-
4 FLAT AMOUNT IN LIEU OF SICK PAY (E.G.$3 PER MONTH)	-	-	-	-
5 WEEKLY INDEMNITY PLAN	3	10.0	1608	3.6
6 BOTH SICK LEAVE AND WEEKLY INDEMNITY PLAN	2	6.7	34395	77.0
7 OTHER	2	6.7	992	2.2
TOTAL	30	100.0	44642	100.0
FIELD 12-07 NUMBER OF DAYS PAID SICK LEAVE PER YEAR				
0 NO PROVISION	5	16.7	2629	5.9
1 ONE TO SIX DAYS	3	10.0	35395	79.3
2 SEVEN TO TWELVE DAYS	2	6.7	442	1.0
3 THIRTEEN TO FIFTEEN DAYS	4	13.3	2340	5.2
4 SIXTEEN TO EIGHTEEN DAYS	7	23.3	1655	3.7
5 NINETEEN OR MORE DAYS	4	13.3	1154	2.6
6 VARIES WITH LENGTH OF SERVICE	4	13.3	920	2.1
7 OTHER	1	3.3	107	0.2
TOTAL	30	100.0	44642	100.0
FIELD 12-08 MAXIMUM ACCUMULATION OF UNUSED PAID SICK LEAVE				
0 NO PROVISION	12	40.0	[illegible]	90.4
1 30 DAYS OR LESS	-	-	-	-
2 31 TO 90 DAYS	-	-	-	-
3 91 TO 120 DAYS	4	13.3	1025	[illegible]
4 121 TO 150 DAYS	6	20.0	1309	[illegible]
5 151 TO 200 DAYS	3	10.0	692	[illegible]
6 201 TO 250 DAYS	1	3.3	130	[illegible]
7 MORE THAN 250 DAYS, BUT LIMITED	3	10.0	960	[illegible]
8 UNLIMITED ACCUMULATION	-	-	-	-
9 OTHER	1	3.3	185	0.4
TOTAL	30	100.0	44642	100.0
FIELD 12-09 CONVERSION OF UNUSED SICK LEAVE				
0 NO PROVISION	15	50.0	39616	89.2
1 ANNUAL CONVERSION TO CASH OR DAYS OFF	1	3.3	185	0.4
2 FULL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	-	-	-	-
3 PARTIAL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	5	16.7	997	2.2
4 COMBINATION	2	6.7	307	0.7
5 OTHER	7	23.3	3335	7.5
TOTAL	30	100.0	44642	100.0
FIELD 12-10 EMPLOYER CONTRIBUTION TO SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	24	80.0	7639	17.1
1 100% OF PREMIUM	3	10.0	35395	79.3
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	2	6.7	381	0.9
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 OTHER	1	3.3	1227	2.7
TOTAL	30	100.0	44642	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 12-11 MAXIMUM PERIOD OF SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	24	80.0	7639	17.1
1 LESS THAN 13 WEEKS	-	-	-	-
2 13 WEEKS	-	-	-	-
3 26 WEEKS	6	20.0	37003	82.9
4 39 WEEKS	-	-	-	-
5 52 WEEKS	-	-	-	-
6 VARIES ACCORDING TO LENGTH OF SERVICE	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
8 OTHER	-	-	-	-
TOTAL	30	100.0	44642	100.0
FIELD 12-12 MAXIMUM AMOUNT OF SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	24	80.0	7639	17.1
1 $100 OR LESS	-	-	-	-
2 $101 TO $150 PER WEEK	-	-	-	-
3 $151 TO $200 PER WEEK	-	-	-	-
4 MORE THAN $200 PER WEEK	-	-	-	-
5 PERCENTAGE OF EARNINGS	4	13.3	36622	82.0
6 EQUAL TO MAXIMUM UNEMPLOYMENT INSURANCE BENEFIT	-	-	-	-
7 VARIES ACCORDING TO EARNINGS	1	3.3	143	0.3
8 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	-	-	-	-
9 OTHER	1	3.3	238	0.5
TOTAL	30	100.0	44642	100.0
FIELD 12-13 LONG-TERM INCOME CONTINUANCE INSURANCE PLAN				
0 NO PROVISION	15	50.0	6109	13.7
1 PROVISION	15	50.0	38533	86.3
TOTAL	30	100.0	44642	100.0
FIELD 12-14 EMPLOYER CONTRIBUTION TO LIFE INSURANCE PLAN				
0 NO PROVISION	7	23.3	2813	6.3
1 100% OF PREMIUM	4	13.3	3167	7.1
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	13	43.3	4726	10.6
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	2	6.7	951	2.1
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	4	13.3	32965	73.8
TOTAL	30	100.0	44642	100.0
FIELD 12-15 AMOUNT OF LIFE INSURANCE BENEFITS				
0 NO PROVISION	7	23.3	2813	6.3
1 $5,000 OR LESS	-	-	-	-
2 $5,001 TO $10,000	-	-	-	-
3 $10,001 TO $15,000	-	-	-	-
4 $15,001 TO $20,000	1	3.3	280	0.6
5 MORE THAN $20,000	4	13.3	34680	77.7
6 VARIES ACCORDING TO EARNINGS	14	46.7	5631	12.6
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	3	10.0	1056	2.4
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	1	3.3	180	0.4
TOTAL	30	100.0	44642	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-16 EMPLOYER CONTRIBUTION TO ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	18	60.0	7852	17.6
1 100% OF PREMIUM	3	10.0	3080	6.9
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	6	20.0	1620	4.1
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
10 OTHER	3	10.0	31890	71.4
TOTAL	30	100.0	44642	100.0
FIELD 12-17 MAXIMUM AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	18	60.0	7852	17.6
1 $5,000 OR LESS	-	-	-	-
2 $5,001 TO $10,000	-	-	-	-
3 $10,001 TO $15,000	-	-	-	-
4 $15,001 TO $20,000	1	3.3	260	0.6
5 MORE THAN $20,000	4	13.3	34680	77.7
6 VARIES ACCORDING TO EARNINGS	5	16.7	1540	3.4
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	-	-	-	-
8 HEALTH AND WELFARE FUND MENTIONED, BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	2	6.7	290	0.6
TOTAL	30	100.0	44642	100.0
FIELD 12-18 EMPLOYER CONTRIBUTION TO DENTAL PLAN				
0 NO PROVISION	6	20.0	2661	6.0
1 100% OF PREMIUM	9	30.0	36985	82.8
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	3	10.0	424	0.9
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	3.3	152	0.3
5 50% OF PREMIUM	11	36.7	4420	9.9
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	30	100.0	44642	100.0
FIELD 12-19 TYPE OF DENTAL WORK COVERED				
0 NO PROVISION	6	20.0	2661	6.0
1 BASIC (A)	1	3.3	400	0.9
2 BASIC AND EXTENDED (A AND B)	6	20.0	1140	2.6
3 BASIC AND ORTHODONTICS (A AND C)	1	3.3	230	0.5
4 BASIC AND EXTENDED AND ORTHODONTICS (A, B AND C)	14	46.7	39216	87.8
5 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	2	6.7	987	2.2
6 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	30	100.0	44642	100.0
FIELD 12-20 AVAILABILITY OF PENSION FUND				
0 NO PROVISION	8	26.7	3424	7.7
1 PROVISION	22	73.3	41218	92.3
TOTAL	30	100.0	44642	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-21 ADMINISTRATION OF PENSION FUND				
0 NO PROVISION	9	30.0	3624	8.6
1 UNION	-	-	-	-
2 MANAGEMENT	1	3.3	1000	2.2
3 JOINT UNION MANAGEMENT ADMINISTRATION	-	-	-	-
4 ADMINISTERED BY SEPARATE TRUSTEES	-	-	-	-
5 MUNICIPAL/PROVINCIAL GOVERNMENT	19	63.3	39463	88.4
6 OTHER	1	3.3	355	0.8
TOTAL	30	100.0	44642	100.0
FIELD 12-22 RETIREMENT AGE PRACTICES				
0 NO PROVISION	12	40.0	5350	12.0
1 PROVISION	18	60.0	39292	88.0
TOTAL	30	100.0	44642	100.0

SECTION 13 - GRIEVANCE AND ARBITRATION PROCEDURES

FIELD 13-01 INITIAL PRESENTATION OF GRIEVANCE TO MANAGEMENT				
0 NO PROVISION	2	6.7	357	0.8
1 BY EMPLOYEE WITHOUT UNION REPRESENTATIVE PRESENT	3	10.0	1908	4.3
2 BY EMPLOYEE WITH UNION REPRESENTATIVE	6	20.0	1616	3.6
3 BY EMPLOYEE CHOICE OF WITH OR WITHOUT UNION REPRESENTATIVE	9	30.0	36951	82.8
4 BY UNION REPRESENTATIVE	2	6.7	290	0.6
5 BY GRIEVANCE COMMITTEE	-	-	-	-
6 BY WRITTEN NOTICE	6	20.0	2358	5.3
7 BY ONE OF SEVERAL ALTERNATIVE PROCEDURES	1	3.3	355	0.8
8 OTHER	1	3.3	807	1.8
TOTAL	30	100.0	44642	100.0
FIELD 13-02 LENGTH OF TIME TO INITIATE GRIEVANCE				
0 NO PROVISION	4	13.3	1635	3.7
1 72 HOURS OR LESS	2	6.7	259	0.6
2 FIVE DAYS	1	3.3	549	1.2
3 ONE WEEK	-	-	-	-
4 TEN DAYS	3	10.0	550	1.2
5 TWO WEEKS	-	-	-	-
6 THREE WEEKS	-	-	-	-
7 ONE MONTH	7	23.3	36090	80.8
8 TWO MONTHS	-	-	-	-
9 VARIES BY TYPE OF GRIEVANCE	1	3.3	144	0.3
10 OTHER	12	40.0	5415	12.1
TOTAL	30	100.0	44642	100.0
FIELD 13-03 ACCELERATED PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES				
0 NO PROVISION	13	43.3	5509	12.3
1 PROVISION	17	56.7	39133	87.7
TOTAL	30	100.0	44642	100.0
FIELD 13-04 STATUS QUO ANTE IN DISCIPLINE CASES				
0 NO PROVISION	28	93.3	12642	28.3
1 PROVISION	2	6.7	32000	71.7
TOTAL	30	100.0	44642	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 13-05 CLEARING AN EMPLOYEE RECORD IN DISCIPLINARY CASES				
0 NO PROVISION	23	76.7	8481	19.0
1 PROVISION	7	23.3	36161	81.0
TOTAL	30	100.0	44642	100.0
FIELD 13-06 COMPENSATION BY EMPLOYER FOR GRIEVANCE WORK TO UNION REPRESENTATIVES				
0 NO PROVISION	18	60.0	8332	18.7
1 PROVISION	12	40.0	36310	81.3
TOTAL	30	100.0	44642	100.0
FIELD 13-07 ARBITRATION				
0 AS REQUIRED BY LEGISLATION	1	3.3	723	1.6
1 SINGLE ARBITRATOR	2	6.7	1110	2.5
2 PERMANENT UMPIRE (NAMED)	-	-	-	-
3 TRIPARTITE BOARD	16	53.3	5628	12.6
4 ARBITRATION COMMITTEE OF MORE THAN 3 PEOPLE	-	-	-	-
5 CHOICE OF ALTERNATIVES	7	23.3	35373	79.2
6 OTHER	4	13.3	1808	4.0
TOTAL	30	100.0	44642	100.0
FIELD 13-08 OFFICER APPOINTMENT BY LABOUR RELATIONS BOARD UNDER SECTION 96 OF THE LABOUR CODE				
0 NOT PROHIBITED (OR NO MENTION)	30	100.0	44642	100.0
1 SPECIFICALLY PROHIBITED BY THE AGREEMENT	-	-	-	-
TOTAL	30	100.0	44642	100.0
FIELD 13-09 REFERENCE TO SECTION 112 LABOUR CODE, SHARE OF COST OF GRIEVANCE RECOMMENDATIONS				
0 NO PROVISION	28	93.3	44347	99.3
1 PROVISION	2	6.7	295	0.7
TOTAL	30	100.0	44642	100.0

SECTION 14 - OCCUPATIONAL SAFETY AND HEALTH

FIELD 14-01 OCCUPATIONAL SAFETY AND HEALTH				
0 NO PROVISION	17	56.7	5946	13.3
1 JOINT SAFETY COMMITTEE	12	40.0	37689	84.9
2 OTHER	1	3.3	807	1.8
TOTAL	30	100.0	44642	100.0
FIELD 14-02 SAFETY COMMITTEE FUNCTIONS				
0 NO SAFETY COMMITTEE PROVISION	18	60.0	6753	15.1
1 SAFETY COMMITTEE FUNCTIONS NOT SPECIFIED	10	33.3	6159	13.8
2 RIGHT TO CALL SPECIAL/EMERGENCY MEETINGS	-	-	-	-
3 RIGHT TO INITIATE ACTION OR RECOMMENDATIONS	-	-	-	-
4 RIGHT TO UNDERTAKE INSPECTIONS	1	3.3	130	0.3
5 COMBINATION OF 2 AND 3	-	-	-	-
6 COMBINATION OF 2 AND 4	-	-	-	-
7 COMBINATION OF 2, 3 AND 4	1	3.3	31600	70.8
8 OTHER	-	-	-	-
TOTAL	30	100.0	44642	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 14-03 PAY FOR TIME SPENT ON SAFETY COMMITTEE				
0 NO SAFETY COMMITTEE PROVISION	17	56.7	6610	14.8
1 NO PROVISION FOR PAY OF SAFETY COMMITTEE	9	30.0	3277	7.3
2 PROVISION FOR PAY OF SAFETY COMMITTEE	4	13.3	34755	77.9
TOTAL	30	100.0	44642	100.0
FIELD 14-04 SAFETY EQUIPMENT AND PROTECTIVE CLOTHING				
0 NO PROVISION	13	43.3	6034	13.5
1 EQUIPMENT SUPPLIED AT NO COST TO EMPLOYEE	15	50.0	38328	85.9
2 EQUIPMENT SUPPLIED AT SOME COST TO EMPLOYEE	1	3.3	100	0.2
3 MONETARY ALLOWANCE PROVIDED FOR PERCENTAGE OF EQUIPMENT, REPLACEMENT AT SOME COST	-	-	-	-
4 OTHER	1	3.3	180	0.4
TOTAL	30	100.0	44642	100.0
FIELD 14-05 RIGHT TO REFUSE DANGEROUS WORKING CONDITIONS				
0 NO PROVISION	24	80.0	9551	21.4
1 PROVISION	6	20.0	35091	78.6
TOTAL	30	100.0	44642	100.0
FIELD 14-06 VIDEO DISPLAY TERMINALS				
0 NO PROVISION	25	83.3	12021	26.9
1 PREGNANT EMPLOYEES RIGHT TO BE REASSIGNED OR TAKE LEAVE OF ABSENCE	3	10.0	472	1.1
2 RESTRICTION ON HOURS/REST BREAKS	-	-	-	-
3 COMBINATION OF 1 AND 2	1	3.3	31600	70.8
4 OTHER	1	3.3	549	1.2
TOTAL	30	100.0	44642	100.0
FIELD 14-07 ALCOHOL AND DRUG REHABILITATION PROGRAM				
0 NO PROVISION	28	93.3	12692	28.4
1 PROVISION	2	6.7	31950	71.6
TOTAL	30	100.0	44642	100.0

SECTION 15 - MISCELLANEOUS PROVISIONS

FIELD 15-01 LABOUR-MANAGEMENT COMMITTEE				
0 NO PROVISION	9	30.0	36365	81.5
1 PROVISION	21	70.0	8277	18.5
TOTAL	30	100.0	44642	100.0
FIELD 15-02 SEXUAL HARASSMENT				
0 NO PROVISION	19	63.3	10048	22.5
1 POLICY STATEMENT ONLY	1	3.3	1227	2.7
2 POLICY AND/OR COMPLAINT PROCEDURE	7	23.3	32573	73.0
3 MENTIONED BUT NOT SPECIFIED	3	10.0	794	1.8
TOTAL	30	100.0	44642	100.0
FIELD 15-03 DAY CARE FACILITIES FOR CHILDREN OF EMPLOYEES				
0 NO PROVISION	28	93.3	10247	23.0
1 PROVISION	2	6.7	34395	77.0
TOTAL	30	100.0	44642	100.0

PUBLIC ADMINISTRATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 15=04 JOB EVALUATION PLAN				
0 NO PROVISION	19	63.3	5802	13.0
1 PROVISION	11	36.7	38840	87.0
TOTAL	30	100.0	44642	100.0
FIELD 15=05 MOVING EXPENSES OR ALLOWANCE				
0 NO PROVISION	27	90.0	9247	20.7
1 PROVISION	3	10.0	35395	79.3
TOTAL	30	100.0	44642	100.0
FIELD 15=06 WORK CLOTHING AND/OR UNIFORM ALLOWANCES				
0 NO PROVISION	16	53.3	4952	11.1
1 PROVISION	14	46.7	39690	88.9
TOTAL	30	100.0	44642	100.0
FIELD 15=07 TOOL ALLOWANCE				
0 NO PROVISION	17	56.7	9359	21.0
1 PROVISION	13	43.3	35283	79.0
TOTAL	30	100.0	44642	100.0

PART II: a
PUBLIC SECTOR

(74 agreements covering 97,244 employees)

PUBLIC SECTOR

SECTION 1 - GENERAL INFORMATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 1-01 PARTIES TO AGREEMENT				
0 SINGLE LOCAL - SINGLE EMPLOYER	62	83.8	32250	33.2
1 SINGLE LOCAL - MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	10	13.5	30599	31.5
2 MULTI-LOCAL (SAME UNION) AND SINGLE EMPLOYER	1	1.4	31600	32.5
3 MULTI-LOCAL (SAME UNION) AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	-	-	-	-
4 MULTI-UNION AND SINGLE EMPLOYER	1	1.4	2795	2.9
5 MULTI-UNION AND MULTI-EMPLOYER OR EMPLOYERS'ASSOCIATION	-	-	-	-
TOTAL	74	100.0	97244	100.0
FIELD 1-02 SIZE OF BARGAINING UNIT				
0 UNDER 100 EMPLOYEES	1	1.4	70	0.1
1 100 - 199 EMPLOYEES	27	36.5	3852	4.0
2 200 - 499 EMPLOYEES	22	29.7	6497	6.7
3 500 - 999 EMPLOYEES	11	14.9	7169	7.4
4 1000 - 4999 EMPLOYEES	11	14.9	24324	25.0
5 5000 - 9,999 EMPLOYEES	-	-	-	-
6 10,000 OR MORE EMPLOYEES	2	2.7	55332	56.9
TOTAL	74	100.0	97244	100.0
FIELD 1-03 JURISDICTION OF AGREEMENT				
0 PROVINCIAL	69	93.2	94713	97.4
1 FEDERAL	5	6.8	2531	2.6
TOTAL	74	100.0	97244	100.0
FIELD 1-04 SECTOR				
0 PRIVATE	-	-	-	-
1 PUBLIC	74	100.0	97244	100.0
TOTAL	74	100.0	97244	100.0
FIELD 1-05 TERM OF AGREEMENT				
0 1 YEAR	6	8.1	3032	3.1
1 MORE THAN 1 YEAR, LESS THAN 2	3	4.1	1554	1.6
2 2 YEARS	26	35.1	44725	46.0
3 MORE THAN 2 YEARS, LESS THAN 3	3	4.1	532	0.5
4 3 YEARS	31	41.9	15533	16.0
5 MORE THAN 3 YEARS	4	5.4	31478	32.4
6 OTHER	1	1.4	390	0.4
TOTAL	74	100.0	97244	100.0
FIELD 1-06 EXPIRY DATE OF AGREEMENT				
0 2ND HALF OF 1984	8	10.8	3648	3.8
1 1ST HALF OF 1985	10	13.5	3372	3.5
2 2ND HALF OF 1985	26	35.1	11975	12.3
3 1ST HALF OF 1986	18	24.3	69331	71.3
4 2ND HALF OF 1986	10	13.5	5851	6.0
5 1ST HALF OF 1987	1	1.4	2677	2.8
6 2ND HALF OF 1987	1	1.4	390	0.4
7 LATER THAN 1987	-	-	-	-
TOTAL	74	100.0	97244	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 1-07 GEOGRAPHICAL BREAKDOWN				
0 EAST AND WEST KOOTENAYS	2	2.7	200	0.2
1 OKANAGAN	3	4.1	781	0.8
2 SOUTHERN INTERIOR	-	-	-	-
3 LOWER COAST AND LOWER MAINLAND	28	37.8	13414	13.8
4 VANCOUVER ISLAND	13	17.6	3074	3.2
5 CENTRAL INTERIOR	3	4.1	614	0.6
6 PEACE RIVER	1	1.4	172	0.2
7 NORTH WEST	1	1.4	185	0.2
8 TWO OR MORE REGIONS	19	25.7	76312	80.5
9 INTER-PROVINCIAL	4	5.4	492	0.5
TOTAL	74	100.0	97244	100.0
SECTION 2 - MANAGEMENT RIGHTS AND UNION SECURITY				
FIELD 2-01 MANAGEMENT RIGHTS CLAUSE				
0 NO PROVISION	22	29.7	14290	14.7
1 GENERAL STATEMENT OF MANAGEMENT RIGHTS	43	58.1	51812	53.3
2 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS WITH MANAGEMENT	8	10.8	29842	30.7
3 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS NOT SPECIFIED	1	1.4	1300	1.3
4 OTHER	-	-	-	-
TOTAL	74	100.0	97244	100.0
FIELD 2-02 CONTRACTING OUT				
0 NO PROVISION	30	40.5	16726	17.2
1 CONTRACTING OUT RESTRICTED TO OTHER UNION EMPLOYEES	1	1.4	160	0.2
2 CONTRACTING OUT RESTRICTED - NO DISPLACEMENT OF PRESENT EMPLOYEES	23	31.1	67982	69.9
3 CONTRACTING OUT RESTRICTED - PAYMENT OF UNION WAGE RATE REQUIRED	3	4.1	3137	3.2
4 CONTRACTING OUT RESTRICTED - COMBINATION OF 1, 2, AND/OR 3	8	10.8	5068	5.2
5 CONTRACTING OUT PROHIBITED ENTIRELY	-	-	-	-
6 OTHER	9	12.2	4171	4.3
TOTAL	74	100.0	97244	100.0
FIELD 2-03 UNION SECURITY CLAUSE				
0 NO PROVISION	7	9.5	4640	4.8
1 CLOSED SHOP	-	-	-	-
2 UNION SHOP	33	44.6	21255	21.9
3 MODIFIED UNION SHOP (COMPULSORY MEMBERSHIP FOR NEW EMPLOYEES)	26	35.1	69356	71.3
4 MAINTENANCE OF MEMBERSHIP	-	-	-	-
5 RAND FORMULA	2	2.7	1047	1.1
6 OTHER	6	8.1	946	1.0
TOTAL	74	100.0	97244	100.0
FIELD 2-04 AUTHORIZATION OF DUES CHECK-OFF				
0 NO PROVISION	-	-	-	-
1 VOLUNTARY	-	-	-	-
2 COMPULSORY FOR ALL EMPLOYEES (ALL EMPLOYEES MUST BE UNION MEMBERS)	33	44.6	20757	21.3
3 COMPULSORY FOR ALL EMPLOYEES (NOT ALL EMPLOYEES MUST BE UNION MEMBERS)	29	39.2	69710	71.7
4 COMPULSORY FOR ALL EMPLOYEES (UNION MEMBERSHIP UNSPECIFIED)	12	16.2	6777	7.0
5 COMPULSORY FOR UNION MEMBERS ONLY	-	-	-	-
6 OTHER	-	-	-	-
TOTAL	74	100.0	97244	100.0

PUBLIC SECTOR

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 2-05 RIGHT TO REFUSE TO CROSS PICKET LINES, HANDLE HOT CARGOES, ETC.				
0 NO PROVISION	28	37.8	16601	17.1
1 CROSS PICKET LINES	39	52.7	77924	80.1
2 HOT CARGOES	-	-	-	-
3 NON-UNION WORKERS	-	-	-	-
4 COMBINATION OF 1, 2, AND/OR 3	7	9.5	2719	2.8
5 OTHER	-	-	-	-
TOTAL	74	100.0	97244	100.0

SECTION 3 - SENIORITY

FIELD 3-01 SENIORITY UNIT				
0 NO PROVISION	9	12.2	27494	28.3
1 UNION HIRING HALL	-	-	-	-
2 EMPLOYER (PLANT, BARGAINING UNIT)	44	59.5	20956	21.5
3 DEPARTMENT (BRANCH, DIVISION)	1	1.4	1600	1.6
4 CRAFT (OCCUPATION)	-	-	-	-
5 EMPLOYER AND DEPARTMENT	11	14.9	8163	8.4
6 EMPLOYER AND CRAFT	4	5.4	34269	35.2
7 COMBINATION OF THE ABOVE	1	1.4	512	0.5
8 OTHER	4	5.4	4250	4.4
TOTAL	74	100.0	97244	100.0
FIELD 3-02 LENGTH OF PROBATIONARY PERIOD				
0 NO PROVISION	7	9.5	3025	3.1
1 ONE CALENDAR MONTH	-	-	-	-
2 TWO CALENDAR MONTHS	1	1.4	172	0.2
3 THREE CALENDAR MONTHS	26	35.1	40648	41.8
4 SIX CALENDAR MONTHS	23	31.1	44160	45.4
5 THIRTY WORKING DAYS	1	1.4	170	0.2
6 FORTY-FIVE WORKING DAYS	1	1.4	130	0.1
7 SIXTY WORKING DAYS	2	2.7	352	0.4
8 240 WORKING DAYS	-	-	-	-
9 OTHER	13	17.6	8587	8.8
TOTAL	74	100.0	97244	100.0
FIELD 3-03 SENIORITY DETERMINING PROMOTION				
0 NO PROVISION	13	17.6	8003	8.2
1 STRAIGHT SENIORITY	1	1.4	400	0.4
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	19	25.7	10056	10.3
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	26	35.1	15817	16.3
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	13	17.6	62206	64.0
5 OTHER	2	2.7	762	0.8
TOTAL	74	100.0	97244	100.0
FIELD 3-04 SENIORITY DETERMINING LAYOFF				
0 NO PROVISION	10	13.5	4207	4.4
1 STRAIGHT SENIORITY	9	12.2	4603	4.7
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	37	50.0	41068	42.2
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	8	10.8	8181	8.4
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	5	6.8	3868	4.0
5 OTHER	5	6.8	35257	36.3
TOTAL	74	100.0	97244	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 3-05 NOTICE OF LAYOFF OR PAY IN LIEU OF NOTICE				
0 NO PROVISION	16	21.6	5693	5.9
1 LESS THAN 24 HOURS	-	-	-	-
2 24 HOURS TO 48 HOURS	-	-	-	-
3 72 HOURS	-	-	-	-
4 ONE WEEK	4	5.4	1085	1.1
5 TWO WEEKS	6	8.1	3620	3.7
6 ONE MONTH	5	6.8	2380	2.4
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	17	23.0	36987	40.1
8 NOTICE MENTIONED, LENGTH NOT SPECIFIED	1	1.4	260	0.3
9 OTHER	25	33.8	45219	46.5
TOTAL	74	100.0	97244	100.0
FIELD 3-06 RECALL PROCEDURE				
0 NO PROVISION	10	13.5	5387	5.5
1 STRAIGHT SENIORITY	10	13.5	7292	7.5
2 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	43	58.1	47010	48.3
3 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE EQUAL	3	4.1	1277	1.3
4 SENIORITY CONSIDERED WITH OTHER FACTORS	5	6.8	3868	4.0
5 UNION HIRING HALL REFERRAL	-	-	-	-
6 OTHER	3	4.1	32410	33.3
TOTAL	74	100.0	97244	100.0
FIELD 3-07 LOSS OF SENIORITY RECALL RIGHTS				
0 NO PROVISION	20	27.0	8985	9.2
1 FAILURE TO REPORT WHEN NOTIFIED	5	6.8	2190	2.3
2 AFTER A SPECIFIED PERIOD OFF WORK	10	13.5	8634	8.9
3 EITHER FAILURE TO REPORT OR AFTER A SPECIFIC PERIOD OFF WORK	39	52.7	77435	79.6
TOTAL	74	100.0	97244	100.0
FIELD 3-08 RETENTION OF SENIORITY DURING LAYOFF				
0 NO PROVISION	11	14.9	4659	4.8
1 LESS THAN SIX MONTHS	1	1.4	1000	1.0
2 SIX MONTHS	7	9.5	2998	3.1
3 SEVEN TO TWELVE MONTHS	3	4.1	922	0.9
4 TWELVE MONTHS	31	41.9	69893	71.9
5 MORE THAN TWELVE MONTHS UP TO AND INCLUDING TWENTY-FOUR MONTHS	10	13.5	7524	7.7
6 MORE THAN TWENTY-FOUR MONTHS	1	1.4	150	0.2
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	7	9.5	6543	6.7
8 NOT SPECIFIED OR INDEFINITE	3	4.1	3555	3.7
9 SENIORITY LOST ON LAYOFF	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	74	100.0	97244	100.0
FIELD 3-09 RETENTION OF SENIORITY DURING ILLNESS OR INJURY				
0 NO PROVISION	54	73.0	81051	83.3
1 UP TO 1 YEAR	4	5.4	1145	1.2
2 12 - 24 MONTHS	-	-	-	-
3 MORE THAN 24 MONTHS	2	2.7	5749	5.9
4 VARIES BY TYPE OF INCAPACITATION	1	1.4	200	0.2
5 OTHER	13	17.6	9099	9.4
TOTAL	74	100.0	97244	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 3-10 SENIORITY ON TRANSFER FROM BARGAINING UNIT				
0 NO PROVISION	47	63.5	59199	60.9
1 SENIORITY LOST ON TRANSFER	-	-	-	-
2 SENIORITY RETAINED FOR SPECIFIED PERIOD ONLY	12	16.2	9070	9.3
3 SENIORITY RETAINED INDEFINITELY	10	13.5	27976	28.8
4 VARIES DEPENDING ON CIRCUMSTANCE OF TRANSFER	-	-	-	-
5 OTHER	5	6.8	999	1.0
TOTAL	74	100.0	97244	100.0
FIELD 3-11 SUPER SENIORITY (SPECIAL SENIORITY) ON LAY-OFFS, ETC.				
0 NO PROVISION	71	95.9	96451	99.2
1 FOR UNION OFFICIALS	-	-	-	-
2 SPECIAL SKILLS, APPRENTICES	2	2.7	693	0.7
3 COMBINATION OF ALTERNATIVES	1	1.4	100	0.1
4 OTHER	-	-	-	-
TOTAL	74	100.0	97244	100.0
SECTION 4 - JOB OPPORTUNITY AND PROTECTION				
FIELD 4-01 JOB POSTING				
0 NO PROVISION	11	14.9	5202	5.3
1 PROVISION	63	85.1	92042	94.7
TOTAL	74	100.0	97244	100.0
FIELD 4-02 PREFERRED EMPLOYMENT FOR OLDER OR DISABLED WORKERS (EXISTING EMPLOYEES)				
0 NO PROVISION	55	74.3	54963	56.5
1 OLDER WORKERS	-	-	-	-
2 DISABLED WORKERS	7	9.5	35559	36.6
3 COMBINATION OF BOTH OLDER AND DISABLED WORKERS	12	16.2	6722	6.9
TOTAL	74	100.0	97244	100.0
FIELD 4-03 LIMITATION OF PART-TIME WORKERS, TRAINEES				
0 NO PROVISION	70	94.6	72922	75.0
1 PROVISION	4	5.4	24322	25.0
TOTAL	74	100.0	97244	100.0
FIELD 4-04 TRAINING OR RETRAINING (OTHER THAN TECHNOLOGICAL CHANGE)				
0 NO PROVISION	25	33.8	10267	10.6
1 APPRENTICESHIP	6	8.1	2932	3.0
2 COMPANY PROVIDES ON-THE-JOB TRAINING EXPERIENCES	2	2.7	445	0.5
3 COMPANY SPONSORS OFF-PREMISES TRAINING PROGRAMS	2	2.7	1060	1.1
4 1 AND 2	4	5.4	2654	2.7
5 1 AND 3	5	6.8	1095	1.1
6 2 AND 3	10	13.5	9169	9.4
7 1, 2 AND 3	3	4.1	32971	33.9
8 TRAINING AT EMPLOYEE INITIATION - COMPANY MAY OR MAY NOT REIMBURSE	3	4.1	2897	3.0
9 LABOUR AND MANAGEMENT TRAINING PROGRAM	1	1.4	97	0.1
10 OTHER	13	17.6	33631	34.6
TOTAL	74	100.0	97244	100.0

PUBLIC SECTOR

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 4-05 JOURNEYMAN-APPRENTICE RATIO				
0 NO PROVISION	68	91.9	69514	71.5
1 MAXIMUM 1 APPRENTICE FOR EACH JOURNEYMAN	1	1.4	307	0.3
2 MAXIMUM 1 APPRENTICE FOR EACH 2 JOURNEYMEN	-	-	-	-
3 MAXIMUM 1 APPRENTICE FOR EACH 3 JOURNEYMEN	1	1.4	170	0.2
4 MAXIMUM 1 APPRENTICE FOR EACH 4 JOURNEYMEN	1	1.4	125	0.1
5 MAXIMUM 1 APPRENTICE FOR EACH 5 JOURNEYMEN	-	-	-	-
6 MAXIMUM 1 APPRENTICE FOR EACH 6 OR MORE JOURNEYMEN	-	-	-	-
7 NOT SPECIFIED	3	4.1	27128	27.9
TOTAL	74	100.0	97244	100.0
FIELD 4-06 DISTRIBUTION OF WORK DURING SLACK PERIODS/ WORK SHARING				
0 NO PROVISION	73	98.6	96732	99.5
1 REDUCTION IN NORMAL HOURS OF WORK	-	-	-	-
2 CHANGE IN TYPE OF WORK	1	1.4	512	0.5
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	74	100.0	97244	100.0
FIELD 4-07 RATE ON TEMPORARY REASSIGNMENT				
0 NO PROVISION	17	23.0	5876	6.0
1 REGULAR RATE OF EMPLOYEE	-	-	-	-
2 RATE OF TEMPORARY JOB OR REGULAR JOB - WHICHEVER IS GREATER	50	67.6	83496	85.9
3 RATE OF TEMPORARY JOB	2	2.7	1807	1.9
4 OTHER	5	6.8	6065	6.2
TOTAL	74	100.0	97244	100.0
FIELD 4-08 GUARANTEED EMPLOYMENT OR EARNINGS				
0 NO PROVISION	70	94.6	93792	96.5
1 DAILY GUARANTEE FOR SOME OR ALL EMPLOYEES	2	2.7	2975	3.1
2 WEEKLY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
3 MONTHLY GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
4 ANNUAL GUARANTEE FOR SOME OR ALL EMPLOYEES	1	1.4	122	0.1
5 OTHER	1	1.4	355	0.4
TOTAL	74	100.0	97244	100.0
FIELD 4-09 MOONLIGHTING				
0 NO PROVISION	67	90.5	91344	93.9
1 PROHIBITED	2	2.7	830	0.9
2 PERMITTED - WITH RESTRICTIONS	5	6.8	5070	5.2
3 PERMITTED - WITHOUT RESTRICTIONS	-	-	-	-
4 OTHER	-	-	-	-
TOTAL	74	100.0	97244	100.0
FIELD 4-10 CLASSIFICATION OF NEWLY-CREATED JOBS				
0 NO PROVISION	31	41.9	18749	19.3
1 UNION-MANAGEMENT CONSULTATION ONLY	5	6.8	1549	1.6
2 ARBITRATION IF CONSULTATION FAILS	35	47.3	76235	78.4
3 OTHER	3	4.1	711	0.7
TOTAL	74	100.0	97244	100.0

PUBLIC SECTOR

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
SECTION 5 - TECHNOLOGICAL CHANGE				
FIELD 5-01 TECHNOLOGICAL CHANGE, ADVANCE NOTICE TO UNION				
0 NO PROVISION	19	25.7	67546	69.5
1 LESS THAN THREE MONTHS	7	9.5	3711	3.8
2 THREE MONTHS	38	51.4	14760	15.2
3 SIX MONTHS	1	1.4	130	0.1
4 MORE THAN SIX MONTHS	-	-	-	-
5 NOTICE MENTIONED - TIME NOT SPECIFIED	7	9.5	7911	8.1
6 OTHER	2	2.7	3186	3.3
TOTAL	74	100.0	97244	100.0
FIELD 5-02 CONSULTATION IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	28	37.8	74740	76.9
1 CONSULTATION VIA SPECIAL LABOUR-MANAGEMENT COMMITTEE	8	10.8	2827	2.9
2 CONSULTATION - DETAILS UNSPECIFIED	37	50.0	16414	16.9
3 OTHER	1	1.4	3263	3.4
TOTAL	74	100.0	97244	100.0
FIELD 5-03 ARBITRATION OF TECHNOLOGICAL CHANGE DISPUTE				
0 NO PROVISION	35	47.3	49613	51.0
1 PROVISION	39	52.7	47631	49.0
TOTAL	74	100.0	97244	100.0
FIELD 5-04 TECHNOLOGICAL CHANGE: EMPLOYMENT SECURITY				
0 NO PROVISION	30	40.5	48244	49.6
1 STRAIGHT LAYOFF	5	6.8	1121	1.2
2 LAYOFF WITH SEVERANCE PAY OR S.U.B.	19	25.7	9470	9.7
3 WORK FORCE REDUCED THROUGH ATTRITION OR EARLY RETIREMENT	-	-	-	-
4 SOME FORM OF WAGE OR EMPLOYMENT GUARANTEE (OTHER THAN S.U.B./SEVERANCE)	4	5.4	1319	1.4
5 COMBINATION	6	8.1	31414	32.3
6 NO REDUCTION IN TOTAL NUMBER OF EMPLOYEES	7	9.5	1704	1.8
7 OTHER	3	4.1	3972	4.1
TOTAL	74	100.0	97244	100.0
FIELD 5-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE PAY				
0 NO PROVISION	53	71.6	83511	85.9
1 LESS THAN ONE YEAR	2	2.7	360	0.4
2 ONE YEAR	14	18.9	7331	7.5
3 TWO YEARS	-	-	-	-
4 THREE YEARS	-	-	-	-
5 FOUR YEARS	-	-	-	-
6 FIVE YEARS	1	1.4	512	0.5
7 TEN YEARS	4	5.4	5530	5.7
8 OTHER	-	-	-	-
TOTAL	74	100.0	97244	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 5-06 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	49	66.2	79786	82.0
1 ONE WEEK'S PAY PER YEAR OF SERVICE	11	14.9	5543	5.7
2 ONE WEEKS'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	1	1.4	700	0.7
3 VARIES ACCORDING TO LENGTH OF SERVICE	7	9.5	6261	6.5
4 FLAT AMOUNT (E.G. $50/YEAR OR $500 ON TERMINATION, ETC.)	2	2.7	1074	1.1
5 OTHER	4	5.4	1880	1.9
TOTAL	74	100.0	97244	100.0
FIELD 5-07 MAXIMUM AMOUNT OF SEVERANCE PAY				
0 NO PROVISION	59	79.7	88250	90.8
1 LESS THAN 20 WEEKS' PAY	8	10.8	2083	2.1
2 20 - 25 WEEKS' PAY	3	4.1	5035	5.2
3 26 - 29 WEEKS' PAY	4	5.4	1876	1.9
4 30 - 51 WEEKS' PAY	-	-	-	-
5 52 WEEK'S PAY OR MORE	-	-	-	-
6 NO MAXIMUM	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	74	100.0	97244	100.0
FIELD 5-08 TECHNOLOGICAL CHANGE: NOTICE OF PERMANENT LAYOFF				
0 NO PROVISION	60	81.1	60556	62.3
1 LESS THAN THREE MONTHS	6	8.1	2239	2.3
2 THREE MONTHS OR MORE, LESS THAN SIX MONTHS	1	1.4	525	0.5
3 SIX MONTHS OR MORE, LESS THAN ONE YEAR	-	-	-	-
4 MENTIONED, NOT SPECIFIED	1	1.4	1600	1.6
5 BY LENGTH OF SERVICE	6	8.1	32324	33.2
6 OTHER	-	-	-	-
TOTAL	74	100.0	97244	100.0
FIELD 5-09 OPTIONS FOR EMPLOYEES RETAINED				
0 NO PROVISION	32	43.2	49985	51.4
1 OPPORTUNITY TO BE TRAINED OR RETRAINED	25	33.8	10087	10.4
2 MAINTENANCE OF CURRENT WAGE RATE IF REQUIRED TO MOVE TO LOWER GRADED JOB	1	1.4	1000	1.0
3 GUARANTEE OF ONLY SLIGHTLY LOWER PAY IF MOVED TO LOWER GRADED JOB	-	-	-	-
4 TRANSFER ALLOWANCE AND/OR PROGRAM	-	-	-	-
5 COMBINATION OF ABOVE ALTERNATIVES	14	18.9	34472	35.4
6 OTHER	2	2.7	1700	1.7
TOTAL	74	100.0	97244	100.0
FIELD 5-10 TRAINING IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	35	47.3	52560	54.0
1 COMPANY PROGRAM	17	23.0	12429	12.8
2 UNION PROGRAM OR JOINT COMPANY-UNION PROGRAM	-	-	-	-
3 COMPANY-UNION PROGRAM IN CONJUNCTION WITH PROVINCIAL AND/OR FEDERAL GOVERNMENT	1	1.4	23732	24.4
4 TRAINING OR RETRAINING MENTIONED BUT NOT SPECIFIED	21	28.4	8523	8.8
5 OTHER	-	-	-	-
TOTAL	74	100.0	97244	100.0
FIELD 5-11 TECHNOLOGICAL CHANGE: REOPENER				
0 NO PROVISION	72	97.3	96632	99.4
1 PROVISION	2	2.7	612	0.6
TOTAL	74	100.0	97244	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 5-12 TECHNOLOGICAL CHANGE: RELOCATON ALLOWANCE				
0 NO PROVISION	70	94.6	89620	92.2
1 EMPLOYER PAYS FULL COST	3	4.1	6924	7.1
2 EMPLOYER PAYS PERCENTAGE OF COST	-	-	-	-
3 EMPLOYER PAYS PERCENTAGE OF COST, BUT MAXIMUM NOT SPECIFIED	-	-	-	-
4 FLAT AMOUNT	-	-	-	-
5 OTHER	1	1.4	700	0.7
TOTAL	74	100.0	97244	100.0

SECTION 6 - COMPENSATION PRACTICE AND RELATED PROVISIONS

FIELD 6-01 FREQUENCY OF DEFERRED WAGE INCREASES				
0 NO WAGE ADJUSTMENTS DEFERRED DURING LIFE OF AGREEMENT	14	18.9	6865	7.1
1 WAGE ADJUSTMENT EVERY SIX MONTHS	4	5.4	3531	3.6
2 WAGE ADJUSTMENT YEARLY	35	47.3	15310	15.7
3 IRREGULARLY SCHEDULED WAGE INCREASES	18	24.3	70609	72.6
4 VARIES FOR DIFFERENT CATEGORIES OF WORKERS	1	1.4	549	0.6
5 OTHER	2	2.7	380	0.4
TOTAL	74	100.0	97244	100.0
FIELD 6-02 OTHER WAGE ADJUSTMENTS				
0 NO PROVISION	67	90.5	93184	95.8
1 DATE SPECIFIED, AMOUNT DETERMINED LATER	-	-	-	-
2 REOPENER CLAUSE - MUTUAL CONSENT REQUIRED	3	4.1	910	0.9
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	4	5.4	3150	3.2
TOTAL	74	100.0	97244	100.0
FIELD 6-03 SEVERANCE PAY				
0 NO PROVISION	30	40.5	10288	10.6
1 SEVERANCE PAY PLAN	42	56.8	63343	65.7
2 LAYOFF BENEFITS PLAN	-	-	-	-
3 SEVERANCE PAY AND LAYOFF BENEFITS PLAN	1	1.4	350	0.4
4 PLAN EXISTS: NO DETAILS	-	-	-	-
5 OTHER	1	1.4	3263	3.4
TOTAL	74	100.0	97244	100.0
FIELD 6-04 SUPPLEMENTARY UNEMPLOYMENT BENEFITS				
0 NO PROVISION	74	100.0	97244	100.0
1 PROVISION	-	-	-	-
TOTAL	74	100.0	97244	100.0
FIELD 6-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE BENEFITS				
0 NO PROVISION	41	55.4	53688	55.2
1 LESS THAN ONE YEAR	4	5.4	1180	1.2
2 ONE YEAR	19	25.7	10057	10.3
3 TWO YEARS	-	-	-	-
4 THREE YEARS	1	1.4	260	0.3
5 FIVE YEARS	1	1.4	512	0.5
6 TEN YEARS	7	9.5	31043	31.9
7 OTHER	1	1.4	504	0.5
TOTAL	74	100.0	97244	100.0

PUBLIC SECTOR

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 6-06 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	32	43.2	13871	14.3
1 ONE DAY'S PAY PER YEAR OF SERVICE	1	1.4	400	0.4
2 ONE WEEK'S PAY PER YEAR OF SERVICE	6	8.1	1726	1.8
3 ONE WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	1	1.4	504	0.5
4 VARIES ACCORDING TO LENGTH OF SERVICE	24	32.4	74816	76.9
5 FLAT AMOUNT (E.G. LUMP SUM ON TERMINATION)	-	-	-	-
6 OTHER	10	13.5	5927	6.1
TOTAL	74	100.0	97244	100.0
FIELD 6-07 MAXIMUM ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	40	54.1	18742	19.3
1 LESS THAN 20 WEEKS' PAY	10	13.5	5912	6.1
2 20 WEEKS' PAY	2	2.7	28481	29.3
3 21 - 25 WEEKS' PAY	3	4.1	556	0.6
4 26 - 29 WEEKS' PAY	14	18.9	41420	42.6
5 30 - 52 WEEKS' PAY	-	-	-	-
6 NO MAXIMUM	-	-	-	-
7 OTHER	5	6.8	2134	2.2
TOTAL	74	100.0	97244	100.0
FIELD 6-08 COLA				
0 NO PROVISION	72	97.3	95784	98.5
1 PROVISION EXISTS AND IS EFFECTIVE DURING AGREEMENT	2	2.7	1460	1.5
2 PROVISION EXISTS AND IS TO BE IMPLEMENTED AT A LATER DATE	-	-	-	-
TOTAL	74	100.0	97244	100.0
FIELD 6-09 COLA: FREQUENCY				
0 NO PROVISION	72	97.3	95784	98.5
1 AUTOMATIC MONTHLY ADJUSTMENT	-	-	-	-
2 AUTOMATIC QUARTERLY ADJUSTMENT	-	-	-	-
3 AUTOMATIC SEMI-ANNUALLY ADJUSTMENT	1	1.4	1300	1.3
4 AUTOMATIC ANNUAL ADJUSTMENT	-	-	-	-
5 IN LINE WITH CONTRACT WAGE AGREEMENTS	-	-	-	-
6 ADJUSTED DURING TERM OF AGREEMENT	-	-	-	-
7 REVIEW AT IRREGULAR INTERVALS	-	-	-	-
8 CANNOT DETERMINE	-	-	-	-
9 OTHER	1	1.4	160	0.2
TOTAL	74	100.0	97244	100.0

SECTION 7 - REGULAR HOURS AND DAYS OF WORK

FIELD 7-01 NORMAL DAILY WORK HOURS - NON OFFICE EMPLOYEES				
0 NO PROVISION			914	1.3
1 LESS THAN SEVEN HOURS			609	0.9
2 SEVEN HOURS			25773	37.6
3 7 1/4 HOURS			-	-
4 7 1/2 HOURS			29891	43.6
5 7 3/4 HOURS			-	-
6 EIGHT HOURS			7502	10.9
7 MORE THAN EIGHT HOURS			917	1.3
8 FLEXIBLE WORK HOURS			-	-
9 OTHER			2918	4.3
TOTAL			68524	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 7-02 NORMAL DAILY WORK HOURS - OFFICE EMPLOYEES				
0 NO PROVISION	-	-	-	-
1 LESS THAN SEVEN HOURS	-	-	-	-
2 SEVEN HOURS	16586	64.7	16586	64.7
3 7 1/4 HOURS	1300	4.5	1300	4.5
4 7 1/2 HOURS	4900	17.1	4900	17.1
5 7 3/4 HOURS	325	1.1	325	1.1
6 EIGHT HOURS	30	0.1	30	0.1
7 MORE THAN EIGHT HOURS	25	0.1	25	0.1
8 FLEXIBLE WORK HOURS	-	-	-	-
9 OTHER	3554	12.4	3554	12.4
TOTAL	28720	100.0	28720	100.0
FIELD 7-03 NORMAL WEEKLY WORK DAYS - NON OFFICE EMPLOYEES				
0 NO PROVISION	100	0.1	100	0.1
1 THREE DAYS	-	-	-	-
2 FOUR DAYS	146	0.2	146	0.2
3 FIVE DAYS	39799	58.1	39799	58.1
4 VARIES BY SEASON, LOCATION, ETC.	-	-	-	-
5 NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)	-	-	-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)	27088	39.5	27088	39.5
7 OTHER	1389	2.0	1389	2.0
TOTAL	68524	100.0	68524	100.0
FIELD 7-04 NORMAL WEEKLY WORK DAYS - OFFICE EMPLOYEES				
0 NO PROVISION	-	-	-	-
1 THREE DAYS	-	-	-	-
2 FOUR DAYS	-	-	-	-
3 FIVE DAYS	25123	87.5	25123	87.5
4 VARIES BY SEASON, LOCATION, ETC.	38	0.1	38	0.1
5 NO STANDARD WEEKLY WORK DAYS	-	-	-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)	5	0.0	5	0.0
7 OTHER	3554	12.4	3554	12.4
TOTAL	28720	100.0	28720	100.0
FIELD 7-05 NORMAL WEEKLY WORK HOURS - NON OFFICE EMPLOYEES				
0 NO PROVISION	-	-	-	-
1 LESS THAN 35 HOURS	609	0.9	609	0.9
2 35 HOURS	26537	38.7	26537	38.7
3 37 1/2 HOURS	29811	43.5	29811	43.5
4 40 HOURS	7837	11.4	7837	11.4
5 MORE THAN 40 HOURS	807	1.2	807	1.2
6 OTHER	2923	4.3	2923	4.3
TOTAL	68524	100.0	68524	100.0
FIELD 7-06 NORMAL WEEKLY WORK HOURS - OFFICE EMPLOYEES				
0 NO PROVISION	-	-	-	-
1 LESS THAN 35 HOURS	-	-	-	-
2 35 HOURS	19557	68.1	19557	68.1
3 37 1/2 HOURS	4979	17.3	4979	17.3
4 40 HOURS	-	-	-	-
5 MORE THAN 40 HOURS	-	-	-	-
6 OTHER	4184	14.6	4184	14.6
TOTAL	28720	100.0	28720	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-07 DAYS OFF PER WEEK				
0 NO PROVISION	4	5.4	1392	1.4
1 TWO DAYS (CONSECUTIVE)	58	78.4	59264	60.9
2 TWO DAYS (NOT CONSECUTIVE)	-	-	-	-
3 THREE DAYS (CONSECUTIVE)	-	-	-	-
4 THREE DAYS (NOT CONSECUTIVE)	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 VARIED FOR CONTINUOUS OR NON-CONTINUOUS OPERATIONS	4	5.4	31457	32.3
7 OTHER	8	10.8	5131	5.3
TOTAL	74	100.0	97244	100.0
FIELD 7-08 REPORTING PAY - WORK NOT COMMENCED				
0 LEGISLATION (2 HOURS' PAY)	65	87.8	90320	92.9
1 THREE HOURS' PAY	2	2.7	244	0.3
2 FOUR HOURS' PAY	6	8.1	3885	4.0
3 FULL SHIFT'S PAY	1	1.4	2795	2.9
4 OTHER	-	-	-	-
TOTAL	74	100.0	97244	100.0
FIELD 7-09 REPORTING PAY - WORK HAS COMMENCED				
0 LEGISLATION (4 HOURS' PAY)	72	97.3	94305	97.0
1 MORE THAN FOUR HOURS' PAY BUT LESS THAN A FULL SHIFT'S PAY	1	1.4	144	0.1
2 FULL SHIFT'S PAY	1	1.4	2795	2.9
3 OTHER	-	-	-	-
TOTAL	74	100.0	97244	100.0
FIELD 7-10 PAID REST PERIODS				
0 NO PROVISION	20	27.0	9612	9.9
1 TWO FOR A TOTAL OF 20 MINUTES	15	20.3	5936	6.1
2 TWO FOR A TOTAL OF 30 MINUTES	34	45.9	75709	77.9
3 TWO FOR A TOTAL OF 40 MINUTES	-	-	-	-
4 VARIES WITH DIFFERENT CATEGORIES OF EMPLOYEES	3	4.1	3058	3.1
5 REST PERIOD MENTIONED BUT NOT SPECIFIED	1	1.4	250	0.3
6 OTHER	1	1.4	2677	2.8
TOTAL	74	100.0	97244	100.0
FIELD 7-11 NOTICE OF CHANGE IN HOURS, DAYS, SHIFTS, ETC.				
0 NO PROVISION	36	48.6	18185	18.7
1 LESS THAN ONE DAY (24 HOURS)	-	-	-	-
2 ONE DAY (24 HOURS)	4	5.4	737	0.8
3 MORE THAN ONE DAY LESS THAN THREE	13	17.6	38174	39.3
4 THREE DAYS TO LESS THAN SEVEN	4	5.4	2918	3.0
5 SEVEN TO FOURTEEN DAYS	10	13.5	33823	34.8
6 MORE THAN FOURTEEN DAYS	1	1.4	1163	1.2
7 NOTICE MENTIONED BUT NOT SPECIFIED	1	1.4	289	0.3
8 OTHER	5	6.8	1935	2.0
TOTAL	74	100.0	97244	100.0
FIELD 7-12 PORTAL-TO-PORTAL				
0 NO PROVISION	72	97.3	96250	99.0
1 PROVISION	2	2.7	994	1.0
TOTAL	74	100.0	97244	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-13 PAID WASH, CLEAN UP, OR CLOTHES CHANGING PERIODS				
0 NO PROVISION	60	81.1	56267	57.9
1 PROVISION	14	18.9	40977	42.1
TOTAL	74	100.0	97244	100.0
FIELD 7-14 FLEXIBLE STARTING/QUITTING HOURS				
0 NO PROVISION	61	82.4	53084	54.6
1 PROVISION	13	17.6	44160	45.4
TOTAL	74	100.0	97244	100.0
FIELD 7-15 COMPRESSED WORK WEEK				
0 NO PROVISION	47	63.5	44578	45.8
1 THREE DAY WEEK IN PROGRESS	-	-	-	-
2 FOUR DAY WEEK IN PROGRESS	-	-	-	-
3 ALTERNATING 4, 5, IN PROGRESS	4	5.4	4613	4.7
4 TO COMMENCE DURING TERM OF AGREEMENT	-	-	-	-
5 UNDER STUDY	5	6.8	2225	2.3
6 OTHER	18	24.3	45828	47.1
TOTAL	74	100.0	97244	100.0
SECTION 8 - OVERTIME AND PREMIUM PAY				
FIELD 8-01 OVERTIME RATE AFTER NORMAL DAILY WORK HOURS				
0 1 1/2 X	8	10.8	3348	3.4
1 1 1/2 X FOR ONE HOUR, THEN 2 X	3	4.1	3657	3.8
2 1 1/2 X FOR TWO HOURS, THEN 2 X	27	36.5	68373	70.3
3 1 1/2 X FOR THREE HOURS, THEN 2 X	13	17.6	7962	8.2
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	9	12.2	3573	3.7
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	3	4.1	1037	1.1
6 2 X	7	9.5	5238	5.4
7 OTHER	4	5.4	4056	4.2
TOTAL	74	100.0	97244	100.0
FIELD 8-02 OVERTIME RATE AFTER NORMAL WEEKLY WORK HOURS				
0 1 1/2 X	19	25.7	37925	39.0
1 1 1/2 X FOR ONE HOUR, THEN 2 X	1	1.4	3263	3.4
2 1 1/2 X FOR TWO HOURS, THEN 2 X	15	20.3	7777	8.0
3 1 1/2 X FOR THREE HOURS, THEN 2 X	7	9.5	1912	2.0
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	7	9.5	3023	3.1
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	2	2.7	490	0.5
6 2 X	16	21.6	8005	8.2
7 OTHER	7	9.5	34849	35.8
TOTAL	74	100.0	97244	100.0
FIELD 8-03 OVERTIME RATE ON SIXTH DAY (OR FIRST DAY NOT NORMALLY WORKED)				
0 NO PROVISION	9	12.2	3650	3.8
1 1 1/2 X	9	12.2	2112	2.2
2 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	1	1.4	1300	1.3
4 1 1/2 X FOR THREE HOURS, THEN 2 X	2	2.7	4949	5.1
5 1 1/2 X FOR FOUR HOURS, THEN 2 X	4	5.4	2133	2.2
6 2 X	44	59.5	78191	80.4
7 OTHER	5	6.8	4909	5.0
TOTAL	74	100.0	97244	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-04 OVERTIME RATE ON SEVENTH DAY (OR SECOND DAY NOT NORMALLY WORKED)				
0 NO PROVISION	8	10.8	3490	3.6
1 1 1/2 X	3	4.1	1007	1.0
2 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	58	78.4	84621	87.0
6 3 X	-	-	-	-
7 OVERTIME RATE TIMES SUNDAY PREMIUM RATE (E.G. 1 1/2 X 1 1/2 X)	-	-	-	-
8 OTHER	5	6.8	8126	8.4
TOTAL	74	100.0	97244	100.0
FIELD 8-05 OVERTIME COMPENSATION				
0 NO PROVISION	8	10.8	1749	1.8
1 PAY ONLY	13	17.6	6026	6.2
2 FULL COMPENSATORY TIME OFF	-	-	-	-
3 CHOICE OF PAY OR COMPENSATORY TIME OFF	53	71.6	89467	92.0
4 OTHER	-	-	-	-
TOTAL	74	100.0	97244	100.0
FIELD 8-06 RIGHT TO REFUSE OVERTIME				
0 NO PROVISION	47	63.5	22572	23.2
1 RIGHT TO REFUSE	19	25.7	43996	45.2
2 NO RIGHT TO REFUSE	1	1.4	807	0.8
3 OVERTIME COMPULSORY IN CASES OF EMERGENCY	7	9.5	29869	30.7
4 OTHER	-	-	-	-
TOTAL	74	100.0	97244	100.0
FIELD 8-07 DISTRIBUTION OF OVERTIME				
0 NO PROVISION	48	64.9	47618	49.0
1 BASED ON SENIORITY	5	6.8	4081	4.2
2 SHARED AMONG ALL EMPLOYEES	20	27.0	45435	46.7
3 OTHER	1	1.4	110	0.1
TOTAL	74	100.0	97244	100.0
FIELD 8-08 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON SATURDAY				
0 NO PROVISION	65	87.8	89550	92.1
1 NO PREMIUM RATE FOR REGULAR SATURDAY WORK (I.E.STRAIGHT TIME)	-	-	-	-
2 1 1/2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	1	1.4	3263	3.4
6 FLAT AMOUNT PER HOUR OR DAY	7	9.5	2831	2.9
7 PERCENTAGE OF REGULAR RATE	-	-	-	-
8 OTHER	1	1.4	1600	1.6
TOTAL	74	100.0	97244	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-09 PREMIUM RATE FOR REGULAR SCHEDULED WORK ON SUNDAY				
0 NO PROVISION	59	79.7	87711	90.2
1 NO PREMIUM RATE FOR REGULAR SUNDAY WORK (I.E.STRAIGHT TIME)	-	-	-	-
2 1 1/2 X	2	2.7	400	0.4
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	1	1.4	3263	3.4
6 FLAT AMOUNT PER HOUR OR PER DAY	9	12.2	3905	4.0
7 PERCENTAGE OF REGULAR RATE	1	1.4	185	0.2
8 OTHER	2	2.7	1780	1.8
TOTAL	74	100.0	97244	100.0
FIELD 8-10 CALL-IN (CALL-BACK) PAY GUARANTEE				
0 NO PROVISION	10	13.5	5919	6.1
1 MINIMUM OF TWO HOURS AT STRAIGHT TIME	1	1.4	502	0.5
2 MINIMUM OF THREE HOURS AT STRAIGHT TIME	1	1.4	400	0.4
3 MINIMUM OF FOUR HOURS AT STRAIGHT TIME	9	12.2	4108	4.2
4 MORE THAN FOUR HOURS' PAY AT STRAIGHT TIME	1	1.4	294	0.3
5 MINIMUM OF TWO HOURS AT OVERTIME RATE	12	16.2	31441	32.3
6 MINIMUM OF THREE HOURS AT OVERTIME RATE	10	13.5	39381	40.5
7 MINIMUM OF FOUR HOURS AT OVERTIME RATE	8	10.8	2682	3.0
8 MORE THAN FOUR HOURS' PAY AT OVERTIME RATE	-	-	-	-
9 OVERTIME RATE, NO MINIMUM GUARANTEE	-	-	-	-
10 1 1/2 X FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	2	2.7	823	0.8
11 DOUBLE TIME FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	1	1.4	238	0.2
12 OTHER	19	25.7	11256	11.6
TOTAL	74	100.0	97244	100.0
FIELD 8-11 PAID MEAL PERIOD				
0 NO PROVISION	30	40.5	15809	16.3
1 ON OVERTIME, CALL-IN, HOLIDAY WORK, ETC.	34	45.9	71839	73.9
2 ON DESIGNATED SHIFTS	2	2.7	520	0.5
3 1 AND 2	6	8.1	3018	3.1
4 OTHER	2	2.7	6058	6.2
TOTAL	74	100.0	97244	100.0
FIELD 8-12 MEAL ALLOWANCE ON OVERTIME OR CALL-IN				
0 NO PROVISION	31	41.9	14474	14.9
1 LESS THAN $4.00	1	1.4	450	0.5
2 $4.00 TO $4.99	4	5.4	1808	1.9
3 $5.00 TO $5.99	4	5.4	6280	6.5
4 $6.00 TO $6.99	-	-	-	-
5 $7.00 AND MORE	14	18.9	62137	63.9
6 MEAL PROVIDED	3	4.1	922	0.9
7 OTHER	17	23.0	11173	11.5
TOTAL	74	100.0	97244	100.0
FIELD 8-13 RATE FOR TRAVEL TIME ON OVERTIME, CALL-IN, ETC.				
0 NO PROVISION	53	71.6	53467	55.0
1 1 1/2 X	-	-	-	-
2 1 1/2 X FOLLOWED BY A HIGHER RATE	8	10.8	36937	38.0
3 2 X	4	5.4	879	0.9
4 FLAT AMOUNT	-	-	-	-
5 OTHER	9	12.2	5961	6.1
TOTAL	74	100.0	97244	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-14 STAND-BY PAY				
0 NO PROVISION	33	44.6	9856	10.1
1 PROVISION	41	55.4	87388	89.9
TOTAL	74	100.0	97244	100.0
FIELD 8-15 PREMIUM PAY FOR HAZARDOUS, DIRTY, OR UNDERGROUND WORK				
0 NO PROVISION	43	58.1	28489	29.3
1 MULTIPLE RATE (I.E. 1 1/4 X, 1 1/2 X, OR 2 X)	1	1.4	152	0.2
2 FLAT AMOUNT PER HOUR IN ADDITION TO REGULAR WAGES	21	28.4	9577	9.8
3 PERCENTAGE OF REGULAR RATE	2	2.7	962	1.0
4 REDUCED SHIFT	-	-	-	-
5 OTHER	7	9.5	58064	59.7
TOTAL	74	100.0	97244	100.0
FIELD 8-16 SECOND SHIFT DIFFERENTIAL				
0 NO PROVISION	17	23.0	5533	5.7
1 LESS THAN 20 CENTS PER HOUR	2	2.7	480	0.5
2 20 - 29 CENTS PER HOUR	3	4.1	416	0.4
3 30 - 49 CENTS PER HOUR	12	16.2	5957	6.1
4 50 - 75 CENTS PER HOUR	24	32.4	73581	75.7
5 MORE THAN 75 CENTS PER HOUR	1	1.4	260	0.3
6 1/2 HOUR'S PAY PER SHIFT	4	5.4	931	1.0
7 1 HOUR'S PAY PER SHIFT	-	-	-	-
8 PERCENTAGE OF HOURLY WAGE RATE	7	9.5	8634	8.9
9 FLAT AMOUNT PER SHIFT	-	-	-	-
10 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	-	-	-	-
11 OTHER	4	5.4	1452	1.5
TOTAL	74	100.0	97244	100.0
FIELD 8-17 THIRD SHIFT PREMIUM				
0 NO PROVISION	18	24.3	6764	7.0
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	1	1.4	156	0.2
3 30 - 49 CENTS PER HOUR	11	14.9	3288	3.4
4 50 - 74 CENTS PER HOUR	24	32.4	72281	74.3
5 75 - $1.00 PER HOUR	4	5.4	4254	4.4
6 MORE THAN $1.00 PER HOUR	-	-	-	-
7 1/2 HOUR'S PAY PER SHIFT	-	-	-	-
8 ONE HOUR'S PAY PER SHIFT	3	4.1	731	0.8
9 TWO HOUR'S PAY PER SHIFT	-	-	-	-
10 PERCENTAGE OF HOURLY WAGE RATE	7	9.5	8634	8.9
11 FLAT AMOUNT PER SHIFT	-	-	-	-
12 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	-	-	-	-
13 OTHER	6	8.1	1156	1.2
TOTAL	74	100.0	97244	100.0
FIELD 8-18 SPLIT SHIFT DIFFERENTIAL				
0 NO PROVISION	49	66.2	55401	57.0
1 LESS THAN 20 CENTS	1	1.4	100	0.2
2 20 - 29 CENTS PER HOUR	3	4.1	1490	1.5
3 30 - 49 CENTS PER HOUR	1	1.4	924	1.0
4 50 - 75 CENTS PER HOUR	3	4.1	1274	1.3
5 MORE THAN 75 CENTS PER HOUR	-	-	-	-
6 ONE HOUR'S PAY PER SHIFT	-	-	-	-
7 FLAT AMOUNT PER SHIFT	-	-	-	-
8 SPLIT SHIFT PROHIBITED	5	6.8	5866	6.1
9 OTHER	12	16.2	32107	33.0
TOTAL	74	100.0	97244	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-19 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR				
0 NO PROVISION	29	39.2	12923	13.3
1 PROVISION	45	60.8	84321	86.7
TOTAL	74	100.0	97244	100.0
FIELD 8-20 ISOLATION/NORTHERN ALLOWANCE				
0 NO PROVISION	64	86.5	48484	49.9
1 PROVISION	10	13.5	48760	50.1
TOTAL	74	100.0	97244	100.0

SECTION 9 - PAID HOLIDAYS

FIELD 9-01 NUMBER OF PAID HOLIDAYS (STATUTORY AND FLOATING PER YEAR)				
0 NO PROVISION	-	-	-	-
1 EIGHT DAYS OR LESS	-	-	-	-
2 NINE DAYS	1	1.4	390	0.4
3 TEN DAYS	-	-	-	-
4 ELEVEN DAYS	69	93.2	94720	97.4
5 TWELVE DAYS	2	2.7	1770	1.8
6 THIRTEEN DAYS	2	2.7	364	0.4
7 FOURTEEN DAYS	-	-	-	-
8 FIFTEEN DAYS	-	-	-	-
9 SIXTEEN DAYS OR MORE	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	74	100.0	97244	100.0
FIELD 9-02 REQUIREMENTS TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	33	44.6	74992	77.1
1 MINIMUM LENGTH OF SERVICE	15	20.3	3902	4.1
2 WORK ON SCHEDULED DAY BEFORE HOLIDAY	-	-	-	-
3 WORK ON SCHEDULED DAY AFTER HOLIDAY	-	-	-	-
4 WORK SCHEDULED BOTH DAY BEFORE AND DAY AFTER HOLIDAY	13	17.6	9674	9.9
5 WORK SCHEDULED EITHER DAY BEFORE OR DAY AFTER HOLIDAY	4	5.4	5325	5.5
6 MINIMUM LENGTH OF SERVICE PLUS 2, 3, 4 OR 5	6	8.1	2095	2.2
7 OTHER	3	4.1	1196	1.2
TOTAL	74	100.0	97244	100.0
FIELD 9-03 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	45	60.8	86394	88.8
1 LESS THAN ONE MONTH	8	10.8	3051	3.1
2 ONE MONTH	12	16.2	4777	4.9
3 TWO MONTHS	-	-	-	-
4 MORE THAN TWO MONTHS	1	1.4	122	0.1
5 DESIGNATED NUMBER OF SHIFTS OR HOURS	6	8.1	1536	1.6
6 OTHER	2	2.7	1364	1.4
TOTAL	74	100.0	97244	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 9-04 PREMIUM RATE ON A SCHEDULED HOLIDAY				
0 NO PROVISION	7	9.5	2037	2.1
1 ANOTHER DAY OFF	2	2.7	4203	4.4
2 1 1/2 X FOR HOURS WORKED PLUS EITHER HOLIDAY PAY OR ANOTHER DAY OFF	13	17.6	6756	6.9
3 2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	41	55.4	23307	24.0
4 2 1/2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	-	-	-	-
5 OTHER	11	14.9	60881	62.6
TOTAL	74	100.0	97244	100.0
FIELD 9-05 PAID HOLIDAY FALLING ON SCHEDULED DAY OFF				
0 NO PROVISION	8	10.8	5100	5.2
1 ANOTHER PAID DAY OFF SUCH AS PRECEDING FRIDAY, FOLLOWING MONDAY	52	70.3	82985	85.3
2 AN EXTRA DAY'S PAY	1	1.4	307	0.3
3 1 OR 2	11	14.9	7543	7.8
4 OTHER	2	2.7	1309	1.3
TOTAL	74	100.0	97244	100.0
FIELD 9-06 PAID HOLIDAY FALLING WITHIN VACATION				
0 NO PROVISION	16	21.6	6679	6.9
1 ANOTHER PAID DAY OFF	49	66.2	84940	87.3
2 ANOTHER DAY'S PAY	4	5.4	3733	3.8
3 1 OR 2	4	5.4	1652	1.7
4 NOT GRANTED	1	1.4	240	0.2
TOTAL	74	100.0	97244	100.0

SECTION 10 - PAID ANNUAL VACATION

FIELD 10-01 VACATION IN FIRST YEAR OF EMPLOYMENT				
0 NO PROVISION	12	16.2	3773	3.9
1 TAKES ALL OF VACATION EARNED FOR FULL YEAR'S SERVICE	-	-	-	-
2 ONE WEEK AFTER 6 MONTHS	2	2.7	3513	3.6
3 GRADUATED ACCORDING TO LENGTH OF SERVICE	41	55.4	75425	77.6
4 OTHER	19	25.7	14533	14.9
TOTAL	74	100.0	97244	100.0
FIELD 10-02 MAXIMUM ANNUAL PAID VACATION				
0 NO PROVISION	1	1.4	1000	1.0
1 TWO WEEKS	-	-	-	-
2 THREE WEEKS	1	1.4	390	0.4
3 FOUR WEEKS	1	1.4	2361	2.4
4 FIVE WEEKS	9	12.2	4086	4.2
5 SIX WEEKS	48	64.9	53548	55.1
6 SEVEN WEEKS	7	9.5	5308	5.5
7 EIGHT WEEKS	2	2.7	340	0.3
8 OTHER	5	6.8	30151	31.0
TOTAL	74	100.0	97244	100.0

PUBLIC SECTOR

FIELD 10-03 YEARS OF SERVICE FOR THREE WEEKS PAID VACATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	2	2.7	1509	1.6
1 MINIMUM GREATER THAN THREE WEEKS	7	9.5	32784	33.7
2 ONE YEAR OF SERVICE	52	70.3	59350	61.0
3 TWO YEARS	9	12.2	2700	2.8
4 THREE YEARS	3	4.1	654	0.7
5 FOUR YEARS	-	-	-	-
6 FIVE YEARS	-	-	-	-
7 SIX YEARS	-	-	-	-
8 NOT SPECIFIED, CANNOT DETERMINE	-	-	-	-
9 OTHER	1	1.4	247	0.3
TOTAL	74	100.0	97244	100.0

FIELD 10-04 YEARS OF SERVICE FOR FOUR WEEKS PAID VACATION

0 NO PROVISION	5	6.8	4315	4.4
1 ONE YEAR OF SERVICE	7	9.5	32784	33.7
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	1	1.4	110	0.1
5 FIVE YEARS	5	6.8	3694	3.8
6 SIX YEARS	6	8.1	865	0.9
7 SEVEN YEARS	10	13.5	3132	3.2
8 EIGHT YEARS	14	18.9	37314	38.4
9 NINE YEARS	14	18.9	3888	4.0
10 TEN YEARS	12	16.2	11142	11.5
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	74	100.0	97244	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-05 YEARS OF SERVICE FOR FIVE WEEKS PAID VACATION				
0 NO PROVISION	5	6.8	4507	4.6
1 ONE YEAR OF SERVICE	2	2.7	340	0.3
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	2	2.7	1108	1.2
8 EIGHT YEARS	2	2.7	2125	2.2
9 NINE YEARS	4	5.4	28776	29.6
10 TEN YEARS	2	2.7	4095	4.2
11 ELEVEN YEARS	1	1.4	700	0.7
12 TWELVE YEARS	9	12.2	36208	37.2
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	4	5.4	528	0.5
15 FIFTEEN YEARS	6	8.1	1441	1.5
16 SIXTEEN YEARS	11	14.9	2326	2.4
17 SEVENTEEN YEARS	12	16.2	3544	3.6
18 EIGHTEEN YEARS	7	9.5	8004	8.2
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	4	5.4	2962	3.0
21 TWENTY-ONE YEARS	1	1.4	144	0.1
22 TWENTY-TWO YEARS	2	2.7	376	0.4
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	74	100.0	97244	100.0
FIELD 10-06 YEARS OF SERVICE FOR SIX WEEKS PAID VACATION				
0 NO PROVISION	15	20.3	9293	9.6
1 ONE YEAR OF SERVICE	2	2.7	340	0.3
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	1	1.4	914	0.9
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	1	1.4	254	0.3
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	2	2.7	28481	29.3
15 FIFTEEN YEARS	2	2.7	4095	4.2
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	2	2.7	479	0.5
18 EIGHTEEN YEARS	4	5.4	2420	2.5
19 NINETEEN YEARS	1	1.4	172	0.2
20 TWENTY YEARS	6	8.1	35205	36.2
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	4	5.4	722	0.7
23 TWENTY-THREE YEARS	3	4.1	805	0.8
24 TWENTY-FOUR YEARS	14	18.9	2493	2.6
25 TWENTY-FIVE YEARS	10	13.5	3517	3.6
26 TWENTY-SIX YEARS	3	4.1	1352	1.4
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	1	1.4	250	0.3
29 TWENTY-NINE YEARS	1	1.4	2677	2.8
30 THIRTY YEARS	2	2.7	3775	3.9
TOTAL	74	100.0	97244	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-07 YEARS OF SERVICE FOR SEVEN WEEKS PAID VACATION				
0 NO PROVISION	64	86.5	63557	65.4
1 ONE YEAR OF SERVICE	2	2.7	340	0.3
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	2	2.7	28481	29.3
20 TWENTY YEARS	2	2.7	4095	4.2
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	1	1.4	172	0.2
25 TWENTY-FIVE YEARS	2	2.7	439	0.5
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY OR MORE YEARS	1	1.4	160	0.2
TOTAL	74	100.0	97244	100.0
FIELD 10-08 YEARS OF SERVICE FOR EIGHT WEEKS PAID VACATION				
0 NO PROVISION	70	94.6	68423	70.4
1 ONE YEAR OF SERVICE	2	2.7	340	0.3
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	2	2.7	28481	29.3
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY OR MORE YEARS	-	-	-	-
TOTAL	74	100.0	97244	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-09 ANNUAL VACATION PAY				
0 NO PROVISION	8	10.8	2919	3.0
1 REGULAR PAY	45	60.8	83844	86.2
2 PERCENTAGE OF YEARLY GROSS EARNINGS	9	12.2	2168	2.2
3 1 OR 2, WHICHEVER IS GREATER	12	16.2	8313	8.5
4 OTHER	-	-	-	-
TOTAL	74	100.0	97244	100.0
FIELD 10-10 VACATION CARRY-OVER				
0 NO PROVISION	27	36.5	7291	7.5
1 WITH LIMITATIONS	43	58.1	65776	67.6
2 WITHOUT LIMITATIONS	-	-	-	-
3 NOT ALLOWED	2	2.7	23892	24.6
4 OTHER	2	2.7	285	0.3
TOTAL	74	100.0	97244	100.0
FIELD 10-11 SPECIAL EXTENDED VACATIONS				
0 NO PROVISION	54	73.0	60494	62.2
1 EXTENDED VACATION AT CERTAIN TIMES OF THE YEAR	-	-	-	-
2 EXTENDED VACATION IN DESIGNATED YEARS OF SERVICE	19	25.7	35826	36.8
3 OTHER	1	1.4	924	1.0
TOTAL	74	100.0	97244	100.0
SECTION 11 - LEAVE OF ABSENCE PROVISIONS				
FIELD 11-01 BEREAVEMENT LEAVE (IMMEDIATE FAMILY)				
0 NO PROVISION	4	5.4	747	0.8
1 ONE DAY	2	2.7	1383	1.4
2 TWO DAYS	-	-	-	-
3 THREE DAYS	21	28.4	10365	10.7
4 FOUR DAYS	-	-	-	-
5 FIVE DAYS	15	20.3	7390	7.6
6 LEAVE VARIES DEPENDING ON CIRCUMSTANCES	28	37.8	72616	74.7
7 LEAVE MENTIONED BUT LENGTH NOT SPECIFIED	2	2.7	2829	2.9
8 OTHER	2	2.7	1914	2.0
TOTAL	74	100.0	97244	100.0
FIELD 11-02 LEAVE FOR COURT OR JURY DUTY				
0 NO PROVISION	5	6.8	2591	2.7
1 PROVISION FOR FULL REGULAR PAY	69	93.2	94653	97.3
2 OTHER (NOT SPECIFIED OR LESS THAN FULL REGULAR PAY)	-	-	-	-
TOTAL	74	100.0	97244	100.0
FIELD 11-03 LEAVE FOR UNION BUSINESS (OTHER THAN HANDLING OF GRIEVANCES)				
0 NO PROVISION	5	6.8	5475	5.6
1 PAID LEAVE	8	10.8	5772	5.9
2 UNPAID LEAVE	12	16.2	33136	34.1
3 PAID OR UNPAID LEAVE - DEPENDS ON CIRCUMSTANCES	48	64.9	52676	54.2
4 OTHER	1	1.4	165	0.2
TOTAL	74	100.0	97244	100.0

PUBLIC SECTOR

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 11-04 PAID LEAVE: MARRIAGE				
0 NO PROVISION	53	71.6	25585	26.3
1 PROVISION EXISTS, BUT IS NOT SPECIFIED	-	-	-	-
2 ONE DAY	2	2.7	360	0.4
3 TWO DAYS	-	-	-	-
4 THREE DAYS	12	16.2	40287	41.4
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	7	9.5	31012	31.9
7 OTHER	-	-	-	-
TOTAL	74	100.0	97244	100.0
FIELD 11-05 ELIGIBILITY FOR MATERNITY LEAVE				
0 NO PROVISION	58	78.4	86047	88.5
1 ONE MONTHS' SERVICE	-	-	-	-
2 TWO TO SIX MONTHS' SERVICE	14	18.9	7837	8.1
3 MORE THAN SIX MONTHS	1	1.4	3263	3.4
4 OTHER	1	1.4	97	0.1
TOTAL	74	100.0	97244	100.0
FIELD 11-06 MATERNITY LEAVE: MAXIMUM DURATION (BASIC LEAVE)				
0 NO PROVISION	11	14.9	3442	3.5
1 17 WEEKS	-	-	-	-
2 18 WEEKS	16	21.6	12319	12.7
3 19 - 25 WEEKS	5	6.8	1545	1.6
4 26 WEEKS	33	44.6	76088	78.2
5 27 - 52 WEEKS	3	4.1	585	0.6
6 VARIES ACCORDING TO LENGTH OF SERVICE	1	1.4	1600	1.6
7 NOT SPECIFIED, CANNOT DETERMINE	1	1.4	100	0.1
8 OTHER	4	5.4	1565	1.6
TOTAL	74	100.0	97244	100.0
FIELD 11-07 MATERNITY LEAVE WITH PAY				
0 NO PROVISION	73	98.6	96719	99.5
1 WEEKLY INDEMNITY OR GROUP INSURANCE PLAN	-	-	-	-
2 USE OF SICK LEAVE	-	-	-	-
3 LEAVE OF ABSENCE, NO PAY LOSS	-	-	-	-
4 OTHER	1	1.4	525	0.5
TOTAL	74	100.0	97244	100.0
FIELD 11-08 SENIORITY DURING MATERNITY LEAVE				
0 NO PROVISION	25	33.8	33297	34.2
1 SENIORITY RETAINED	29	39.2	56829	58.4
2 SENIORITY ACCUMULATED	6	8.1	2059	2.1
3 NOT MENTIONED IF SENIORITY RETAINED OR ACCUMMULATED	7	9.5	1817	1.9
4 SENIORITY ACCUMULATED UP TO CERTAIN PERIOD, THEN RETAINED	1	1.4	100	0.1
5 OTHER	6	8.1	3142	3.2
TOTAL	74	100.0	97244	100.0
FIELD 11-09 PAID LEAVE: PATERNITY				
0 NO PROVISION	46	62.2	21129	21.7
1 NOT SPECIFIC	-	-	-	-
2 ONE DAY	21	28.4	72466	74.5
3 TWO DAYS	2	2.7	811	0.8
4 THREE DAYS	-	-	-	-
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	1	1.4	172	0.2
7 OTHER	4	5.4	2664	2.7
TOTAL	74	100.0	97244	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 11-10 LEAVE - ADOPTION				
0 NO PROVISION	28	37.8	12865	13.2
1 PAID LEAVE	2	2.7	502	0.5
2 UNPAID LEAVE	42	56.8	83407	85.8
3 OTHER	2	2.7	470	0.5
TOTAL	74	100.0	97244	100.0
FIELD 11-11 LEAVE: EDUCATION				
0 NO PROVISION	35	47.3	13442	13.8
1 LEAVE WITH FULL PAY	7	9.5	2169	2.3
2 LEAVE WITH PARTIAL PAY	-	-	-	-
3 LEAVE WITHOUT PAY	3	4.1	3565	3.7
4 LEAVE PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	3	4.1	570	0.6
5 OTHER	26	35.1	77478	79.7
TOTAL	74	100.0	97244	100.0
FIELD 11-12 SICK FAMILY MEMBER CARE LEAVE				
0 NO PROVISION	44	59.5	19776	20.3
1 ONE DAY	1	1.4	100	0.1
2 TWO DAYS	7	9.5	26510	27.3
3 THREE DAYS	-	-	-	-
4 FOUR DAYS	-	-	-	-
5 FIVE DAYS	1	1.4	172	0.2
6 PROVIDED FOR, BUT DEDUCTED FROM SICK LEAVE	10	13.5	2366	2.4
7 OTHER	11	14.9	48320	49.7
TOTAL	74	100.0	97244	100.0
FIELD 11-13 MAINTENANCE OF BENEFITS ON LIMITED LAYOFFS OR LEAVE OF ABSENCE				
0 NO PROVISION	34	45.9	20408	21.0
1 EMPLOYEE TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	12	16.2	8454	8.7
2 EMPLOYEE PARTIALLY RESPONSIBLE (MAKE UP CONTRIBUTION DURING OR AFTER ABSENCE)	11	14.9	62837	64.6
3 EMPLOYER TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	2	2.7	1070	1.1
4 MENTIONED BUT NOT SPECIFIED	-	-	-	-
5 OTHER	15	20.3	4475	4.6
TOTAL	74	100.0	97244	100.0
FIELD 11-14 PERSONAL LEAVE OF ABSENCE (UNPAID)				
0 NO PROVISION	16	21.6	8139	8.4
1 PROVISION	58	78.4	89105	91.6
TOTAL	74	100.0	97244	100.0

SECTION 12 - HEALTH AND WELFARE PROVISIONS

FIELD 12-01 TYPE OF HEALTH AND WELFARE COVERAGE				
0 NO PROVISION	9	12.2	3041	3.1
1 HEALTH AND WELFARE FUND	-	-	-	-
2 SERIES OF PLANS	65	87.8	94203	96.9
3 OTHER	-	-	-	-
TOTAL	74	100.0	97244	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-02 SERVICE REQUIREMENT TO QUALIFY FOR HEALTH AND WELFARE				
0 NO PROVISION	30	40.5	12108	12.5
1 IMMEDIATELY ON BEING EMPLOYED	3	4.1	3614	3.7
2 ONE MONTH	3	4.1	1346	1.4
3 THREE MONTHS	4	5.4	24347	25.0
4 SIX MONTHS	7	9.5	3211	3.3
5 ONE YEAR	-	-	-	-
6 VARIES ACCORDING TO PARTICULAR BENEFIT	24	32.4	51489	52.9
7 OTHER	3	4.1	1129	1.2
TOTAL	74	100.0	97244	100.0
FIELD 12-03 EMPLOYER CONTRIBUTION TO HEALTH AND WELFARE FUND				
0 NO HEALTH AND WELFARE FUND	74	100.0	97244	100.0
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 39 CENTS PER HOUR	-	-	-	-
4 40 - 49 CENTS PER HOUR	-	-	-	-
5 50 - 74 CENTS PER HOUR	-	-	-	-
6 75 CENTS - $1.00 PER HOUR	-	-	-	-
7 MORE THAN $1.00 PER HOUR	-	-	-	-
8 FUND MENTIONED BUT AMOUNT NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	74	100.0	97244	100.0
FIELD 12-04 EMPLOYER CONTRIBUTION TO BASIC HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	8	10.8	2801	2.9
1 100% OF PREMIUM	32	43.2	80140	82.4
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	6	8.1	3578	3.7
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	8	10.8	1744	1.8
5 50% OF PREMIUM	18	24.3	8004	8.2
6 LESS THAN 50% OF PREMIUM	1	1.4	110	0.1
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	1.4	807	0.8
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	74	100.0	97244	100.0
FIELD 12-05 EMPLOYER CONTRIBUTION TO EXTENDED HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	12	16.2	3667	3.8
1 100% OF PREMIUM	31	41.9	81440	83.8
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	6	8.1	3578	3.7
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	7	9.5	1588	1.6
5 50% OF PREMIUM	15	20.3	5826	6.0
6 LESS THAN 50% OF PREMIUM	1	1.4	110	0.1
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	2	2.7	1007	1.0
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
10 OTHER	-	-	-	-
TOTAL	74	100.0	97244	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-06 TYPE OF PAID SICK LEAVE				
0 PLAN NOT MENTIONED IN AGREEMENT	6	8.1	1034	1.1
1 FLAT ALLOWANCE (IN TIME PER MONTH, YEAR, ETC.)	43	58.1	37420	38.5
2 GRADUATED ALLOWANCE ACCORDING TO SERVICE	5	6.8	7966	8.2
3 ALLOWANCE PER DISABILITY	-	-	-	-
4 FLAT AMOUNT IN LIEU OF SICK PAY (E.G.$3 PER MONTH)	-	-	-	-
5 WEEKLY INDEMNITY PLAN	6	8.1	5406	5.6
6 BOTH SICK LEAVE AND WEEKLY INDEMNITY PLAN	11	14.9	41141	42.3
7 OTHER	3	4.1	4255	4.4
TOTAL	74	100.0	97244	100.0
FIELD 12-07 NUMBER OF DAYS PAID SICK LEAVE PER YEAR				
0 NO PROVISION	13	17.6	7249	7.5
1 ONE TO SIX DAYS	8	10.8	39695	40.8
2 SEVEN TO TWELVE DAYS	6	8.1	1774	1.8
3 THIRTEEN TO FIFTEEN DAYS	8	10.8	4722	4.9
4 SIXTEEN TO EIGHTEEN DAYS	22	29.7	34021	35.0
5 NINETEEN OR MORE DAYS	6	8.1	1504	1.5
6 VARIES WITH LENGTH OF SERVICE	8	10.8	7622	7.8
7 OTHER	3	4.1	657	0.7
TOTAL	74	100.0	97244	100.0
FIELD 12-08 MAXIMUM ACCUMULATION OF UNUSED PAID SICK LEAVE				
0 NO PROVISION	32	43.2	54457	56.0
1 30 DAYS OR LESS	-	-	-	-
2 31 TO 90 DAYS	1	1.4	156	0.2
3 91 TO 120 DAYS	8	10.8	2044	2.1
4 121 TO 150 DAYS	10	13.5	2304	2.4
5 151 TO 200 DAYS	9	12.2	31297	32.2
6 201 TO 250 DAYS	2	2.7	384	0.4
7 MORE THAN 250 DAYS, BUT LIMITED	6	8.1	2475	2.5
8 UNLIMITED ACCUMULATION	4	5.4	3842	4.0
9 OTHER	2	2.7	285	0.3
TOTAL	74	100.0	97244	100.0
FIELD 12-09 CONVERSION OF UNUSED SICK LEAVE				
0 NO PROVISION	39	52.7	57907	59.5
1 ANNUAL CONVERSION TO CASH OR DAYS OFF	2	2.7	687	0.7
2 FULL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	1	1.4	504	0.5
3 PARTIAL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	18	24.3	33279	34.2
4 COMBINATION	3	4.1	404	0.4
5 OTHER	11	14.9	4403	4.6
TOTAL	74	100.0	97244	100.0
FIELD 12-10 EMPLOYER CONTRIBUTION TO SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	55	74.3	44366	45.6
1 100% OF PREMIUM	11	14.9	42491	43.7
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	1	1.4	2677	2.8
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	1	1.4	125	0.1
5 50% OF PREMIUM	2	2.7	381	0.4
6 LESS THAN 50% OF PREMIUM	1	1.4	3263	3.4
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	2	2.7	2694	2.8
9 OTHER	1	1.4	1227	1.3
TOTAL	74	100.0	97244	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 12-11 MAXIMUM PERIOD OF SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	52	70.3	43115	44.3
1 LESS THAN 12 WEEKS	-	-	-	-
2 13 WEEKS	-	-	-	-
3 26 WEEKS	9	12.2	39477	40.6
4 39 WEEKS	-	-	-	-
5 52 WEEKS	1	1.4	509	0.5
6 VARIES ACCORDING TO LENGTH OF SERVICE	2	2.7	2866	3.0
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	5	6.8	8746	9.0
8 OTHER	5	6.8	2511	2.6
TOTAL	74	100.0	97244	100.0
FIELD 12-12 MAXIMUM AMOUNT OF SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	53	71.6	43365	44.6
1 $100 OR LESS	-	-	-	-
2 $101 TO $150 PER WEEK	-	-	-	-
3 $151 TO $200 PER WEEK	-	-	-	-
4 MORE THAN $200 PER WEEK	1	1.4	390	0.4
5 PERCENTAGE OF EARNINGS	14	18.9	47142	48.5
6 EQUAL TO MAXIMUM UNEMPLOYMENT INSURANCE BENEFIT	-	-	-	-
7 VARIES ACCORDING TO EARNINGS	3	4.1	3428	3.5
8 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	2	2.7	2681	2.8
9 OTHER	1	1.4	238	0.2
TOTAL	74	100.0	97244	100.0
FIELD 12-13 LONG-TERM INCOME CONTINUANCE INSURANCE PLAN				
0 NO PROVISION	37	50.0	13955	14.4
1 PROVISION	37	50.0	83289	85.6
TOTAL	74	100.0	97244	100.0
FIELD 12-14 EMPLOYER CONTRIBUTION TO LIFE INSURANCE PLAN				
0 NO PROVISION	12	16.2	3343	3.4
1 100% OF PREMIUM	28	37.8	44025	45.3
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	2	2.7	414	0.4
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	3	4.1	728	0.7
5 50% OF PREMIUM	18	24.3	7737	8.0
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	5	6.8	5753	5.9
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	6	8.1	35244	36.2
TOTAL	74	100.0	97244	100.0
FIELD 12-15 AMOUNT OF LIFE INSURANCE BENEFITS				
0 NO PROVISION	12	16.2	3343	3.4
1 $5,000 OR LESS	-	-	-	-
2 $5,001 TO $10,000	1	1.4	390	0.4
3 $10,001 TO $15,000	-	-	-	-
4 $15,001 TO $20,000	2	2.7	405	0.4
5 MORE THAN $20,000	9	12.2	64345	66.2
6 VARIES ACCORDING TO EARNINGS	29	39.2	16562	17.0
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	17	23.0	8759	9.0
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	4	5.4	3500	3.6
TOTAL	74	100.0	97244	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-16 EMPLOYER CONTRIBUTION TO ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	47	63.5	49538	50.9
1 100% OF PREMIUM	14	18.9	7761	8.0
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	-	-	-	-
5 50% OF PREMIUM	8	10.8	3505	3.6
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	-	-	-	-
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
10 OTHER	5	6.8	36420	37.5
TOTAL	74	100.0	97244	100.0
FIELD 12-17 MAXIMUM AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	47	63.5	49538	50.9
1 $5,000 OR LESS	-	-	-	-
2 $5,001 TO $10,000	1	1.4	390	0.4
3 $10,001 TO $15,000	-	-	-	-
4 $15,001 TO $20,000	1	1.4	280	0.3
5 MORE THAN $20,000	7	9.5	36269	37.3
6 VARIES ACCORDING TO EARNINGS	12	16.2	7065	7.3
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	3	4.1	1051	1.1
8 HEALTH AND WELFARE FUND MENTIONED, BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	3	4.1	2651	2.7
TOTAL	74	100.0	97244	100.0
FIELD 12-18 EMPLOYER CONTRIBUTION TO DENTAL PLAN				
0 NO PROVISION	12	16.2	3749	3.9
1 100% OF PREMIUM	28	37.8	78437	80.7
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	1	1.4	160	0.2
3 75% OF PREMIUM	8	10.8	3848	4.0
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	4	5.4	1233	1.3
5 50% OF PREMIUM	19	25.7	8345	8.6
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	2	2.7	1472	1.5
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
9 OTHER	-	-	-	-
TOTAL	74	100.0	97244	100.0
FIELD 12-19 TYPE OF DENTAL WORK COVERED				
0 NO PROVISION	12	16.2	3749	3.9
1 BASIC (A)	2	2.7	790	0.8
2 BASIC AND EXTENDED (A AND B)	11	14.9	3585	3.7
3 BASIC AND ORTHODONTICS (A AND C)	1	1.4	238	0.2
4 BASIC AND EXTENDED AND ORTHODONTICS (A, B AND C)	38	51.4	84549	86.9
5 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	10	13.5	4333	4.5
6 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	-	-	-	-
7 OTHER	-	-	-	-
TOTAL	74	100.0	97244	100.0
FIELD 12-20 AVAILABILITY OF PENSION FUND				
0 NO PROVISION	17	23.0	5123	5.3
1 PROVISION	57	77.0	92121	94.7
TOTAL	74	100.0	97244	100.0

PUBLIC SECTOR

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-21 ADMINISTRATION OF PENSION FUND				
0 NO PROVISION	22	29.7	7635	7.9
1 UNION	1	1.4	914	0.9
2 MANAGEMENT	3	4.1	4768	4.9
3 JOINT UNION MANAGEMENT ADMINISTRATION	1	1.4	2301	2.4
4 ADMINISTERED BY SEPARATE TRUSTEES	-	-	-	-
5 MUNICIPAL/PROVINCIAL GOVERNMENT	45	60.8	80087	83.0
6 OTHER	2	2.7	859	0.9
TOTAL	74	100.0	97244	100.0
FIELD 12-22 RETIREMENT AGE PRACTICES				
0 NO PROVISION	31	41.9	45086	46.4
1 PROVISION	43	58.1	52158	53.6
TOTAL	74	100.0	97244	100.0

SECTION 13 - GRIEVANCE AND ARBITRATION PROCEDURES

FIELD 13-01 INITIAL PRESENTATION OF GRIEVANCE TO MANAGEMENT				
0 NO PROVISION	2	2.7	357	0.4
1 BY EMPLOYEE WITHOUT UNION REPRESENTATIVE PRESENT	10	13.5	9033	9.3
2 BY EMPLOYEE WITH UNION REPRESENTATIVE	13	17.6	4503	4.6
3 BY EMPLOYEE CHOICE OF WITH OR WITHOUT UNION REPRESENTATIVE	24	32.4	70393	72.4
4 BY UNION REPRESENTATIVE	5	6.8	1287	1.3
5 BY GRIEVANCE COMMITTEE	-	-	-	-
6 BY WRITTEN NOTICE	13	17.6	5064	5.2
7 BY ONE OF SEVERAL ALTERNATIVE PROCEDURES	4	5.4	5503	5.7
8 OTHER	3	4.1	1064	1.1
TOTAL	74	100.0	97244	100.0
FIELD 13-02 LENGTH OF TIME TO INITIATE GRIEVANCE				
0 NO PROVISION	9	12.2	3093	3.2
1 72 HOURS OR LESS	4	5.4	567	0.6
2 FIVE DAYS	5	6.8	2461	2.6
3 ONE WEEK	1	1.4	23732	24.4
4 TEN DAYS	7	9.5	1774	1.8
5 TWO WEEKS	7	9.5	10964	11.3
6 THREE WEEKS	-	-	-	-
7 ONE MONTH	16	21.6	41708	43.0
8 TWO MONTHS	-	-	-	-
9 VARIES BY TYPE OF GRIEVANCE	1	1.4	144	0.1
10 OTHER	24	32.4	12701	13.1
TOTAL	74	100.0	97244	100.0
FIELD 13-03 ACCELERATED PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES				
0 NO PROVISION	33	44.6	12080	12.4
1 PROVISION	41	55.4	85164	87.6
TOTAL	74	100.0	97244	100.0
FIELD 13-04 STATUS QUO ANTE IN DISCIPLINE CASES				
0 NO PROVISION	72	97.3	65244	67.1
1 PROVISION	2	2.7	32000	32.9
TOTAL	74	100.0	97244	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 13-05 CLEARING AN EMPLOYEE RECORD IN DISCIPLINARY CASES				
0 NO PROVISION	49	66.2	46857	48.2
1 PROVISION	25	33.8	50387	51.8
TOTAL	74	100.0	97244	100.0
FIELD 13-06 COMPENSATION BY EMPLOYER FOR GRIEVANCE WORK TO UNION REPRESENTATIVES				
0 NO PROVISION	59	79.7	57361	59.0
1 PROVISION	15	20.3	39883	41.0
TOTAL	74	100.0	97244	100.0
FIELD 13-07 ARBITRATION				
0 AS REQUIRED BY LEGISLATION	1	1.4	723	0.7
1 SINGLE ARBITRATOR	13	17.6	13637	14.0
2 PERMANENT UMPIRE (NAMED)	1	1.4	525	0.5
3 TRIPARTITE BOARD	34	45.9	37213	38.3
4 ARBITRATION COMMITTEE OF MORE THAN 3 PEOPLE	-	-	-	-
5 CHOICE OF ALTERNATIVES	20	27.0	43208	44.4
6 OTHER	5	6.8	1938	2.0
TOTAL	74	100.0	97244	100.0
FIELD 13-08 OFFICER APPOINTMENT BY LABOUR RELATIONS BOARD UNDER SECTION 96 OF THE LABOUR CODE				
0 NOT PROHIBITED (OR NO MENTION)	73	98.6	97074	99.8
1 SPECIFICALLY PROHIBITED BY THE AGREEMENT	1	1.4	170	0.2
TOTAL	74	100.0	97244	100.0
FIELD 13-09 REFERENCE TO SECTION 112 LABOUR CODE, SHARE OF COST OF GRIEVANCE RECOMMENDATIONS				
0 NO PROVISION	68	91.9	90681	93.3
1 PROVISION	6	8.1	6563	6.7
TOTAL	74	100.0	97244	100.0

SECTION 14 - OCCUPATIONAL SAFETY AND HEALTH

FIELD 14-01 OCCUPATIONAL SAFETY AND HEALTH				
0 NO PROVISION	30	40.5	10540	10.8
1 JOINT SAFETY COMMITTEE	42	56.8	82626	85.0
2 OTHER	2	2.7	4078	4.2
TOTAL	74	100.0	97244	100.0
FIELD 14-02 SAFETY COMMITTEE FUNCTIONS				
0 NO SAFETY COMMITTEE PROVISION	34	45.9	17502	18.0
1 SAFETY COMMITTEE FUNCTIONS NOT SPECIFIED	24	32.4	40548	41.7
2 RIGHT TO CALL SPECIAL/EMERGENCY MEETINGS	2	2.7	1990	2.0
3 RIGHT TO INITIATE ACTION OR RECOMMENDATIONS	1	1.4	2677	2.8
4 RIGHT TO UNDERTAKE INSPECTIONS	4	5.4	1261	1.3
5 COMBINATION OF 2 AND 3	1	1.4	152	0.2
6 COMBINATION OF 2 AND 4	4	5.4	1034	1.1
7 COMBINATION OF 2, 3 AND 4	3	4.1	31962	32.9
8 OTHER	1	1.4	100	0.1
TOTAL	74	100.0	97244	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 14-03 PAY FOR TIME SPENT ON SAFETY COMMITTEE				
0 NO SAFETY COMMITTEE PROVISION	34	45.9	16273	16.8
1 NO PROVISION FOR PAY OF SAFETY COMMITTEE	27	36.5	38902	40.0
2 PROVISION FOR PAY OF SAFETY COMMITTEE	13	17.6	40069	41.2
TOTAL	74	100.0	97244	100.0
FIELD 14-04 SAFETY EQUIPMENT AND PROTECTIVE CLOTHING				
0 NO PROVISION	40	54.1	42445	43.6
1 EQUIPMENT SUPPLIED AT NO COST TO EMPLOYEE	27	36.5	46599	47.9
2 EQUIPMENT SUPPLIED AT SOME COST TO EMPLOYEE	2	2.7	3363	3.5
3 MONETARY ALLOWANCE PROVIDED FOR PERCENTAGE OF EQUIPMENT, REPLACEMENT AT SOME COST	2	2.7	1730	1.8
4 OTHER	3	4.1	3107	3.2
TOTAL	74	100.0	97244	100.0
FIELD 14-05 RIGHT TO REFUSE DANGEROUS WORKING CONDITIONS				
0 NO PROVISION	52	70.3	51020	52.5
1 PROVISION	22	29.7	46224	47.5
TOTAL	74	100.0	97244	100.0
FIELD 14-06 VIDEO DIPSLAY TERMINALS				
0 NO PROVISION	54	73.0	54022	55.6
1 PREGNANT EMPLOYEES RIGHT TO BE REASSIGNED OR TAKE LEAVE OF ABSENCE	7	9.5	7454	7.7
2 RESTRICTION ON HOURS/REST BREAKS	-	-	-	-
3 COMBINATION OF 1 AND 2	9	12.2	34495	35.5
4 OTHER	4	5.4	1273	1.3
TOTAL	74	100.0	97244	100.0
FIELD 14-07 ALCOHOL AND DRUG REHABILITATION PROGRAM				
0 NO PROVISION	69	93.2	59164	60.8
1 PROVISION	5	6.8	38080	39.2
TOTAL	74	100.0	97244	100.0

SECTION 15 - MISCELLANEOUS PROVISIONS

FIELD 15-01 LABOUR-MANAGEMENT COMMITTEE				
0 NO PROVISION	27	36.5	51182	52.6
1 PROVISION	47	63.5	46062	47.4
TOTAL	74	100.0	97244	100.0
FIELD 15-02 SEXUAL HARASSMENT				
0 NO PROVISION	44	59.5	53331	54.8
1 POLICY STATEMENT ONLY	6	8.1	2179	2.2
2 POLICY AND/OR COMPLAINT PROCEDURE	21	28.4	40940	42.1
3 MENTIONED BUT NOT SPECIFIED	3	4.1	794	0.8
TOTAL	74	100.0	97244	100.0
FIELD 15-03 DAY CARE FACILITIES FOR CHILDREN OF EMPLOYEES				
0 NO PROVISION	68	91.9	60210	61.9
1 PROVISION	6	8.1	37034	38.1
TOTAL	74	100.0	97244	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 15-04 JOB EVALUATION PLAN				
0 NO PROVISION	44	59.5	22227	22.9
1 PROVISION	30	40.5	75017	77.1
TOTAL	74	100.0	97244	100.0
FIELD 15-05 MOVING EXPENSES OR ALLOWANCE				
0 NO PROVISION	57	77.0	49433	50.8
1 PROVISION	17	23.0	47811	49.2
TOTAL	74	100.0	97244	100.0
FIELD 15-06 WORK CLOTHING AND/OR UNIFORM ALLOWANCES				
0 NO PROVISION	32	43.2	8753	9.0
1 PROVISION	42	56.8	88491	91.0
TOTAL	74	100.0	97244	100.0
FIELD 15-07 TOOL ALLOWANCE				
0 NO PROVISION	46	62.2	49417	50.8
1 PROVISION	28	37.8	47827	49.2
TOTAL	74	100.0	97244	100.0

PART II: b
PRIVATE SECTOR

(103 agreements covering 128,563 employees)

PRIVATE SECTOR

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
SECTION 1 - GENERAL INFORMATION				
FIELD 1-01 PARTIES TO AGREEMENT				
0 SINGLE LOCAL - SINGLE EMPLOYER	70	68.0	38951	30.3
1 SINGLE LOCAL - MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	22	21.4	32817	25.5
2 MULTI-LOCAL (SAME UNION) AND SINGLE EMPLOYER	2	1.9	13000	10.1
3 MULTI-LOCAL (SAME UNION) AND MULTI-EMPLOYER OR EMPLOYERS' ASSOCIATION	7	6.8	43175	33.6
4 MULTI-UNION AND SINGLE EMPLOYER	2	1.9	620	0.5
5 MULTI-UNION AND MULTI-EMPLOYER OR EMPLOYERS'ASSOCIATION	-	-	-	-
TOTAL	103	100.0	128563	100.0
FIELD 1-02 SIZE OF BARGAINING UNIT				
0 UNDER 100 EMPLOYEES	3	2.9	337	0.3
1 100 - 199 EMPLOYEES	29	28.2	3824	3.0
2 200 - 499 EMPLOYEES	31	30.1	9349	7.3
3 500 - 999 EMPLOYEES	14	13.6	9110	7.1
4 1000 - 4999 EMPLOYEES	21	20.4	45343	35.3
5 5000 - 9,999 EMPLOYEES	2	1.9	15500	12.1
6 10,000 OR MORE EMPLOYEES	3	2.9	45100	35.1
TOTAL	103	100.0	128563	100.0
FIELD 1-03 JURISDICTION OF AGREEMENT				
0 PROVINCIAL	87	84.5	97845	76.1
1 FEDERAL	16	15.5	30718	23.9
TOTAL	103	100.0	128563	100.0
FIELD 1-04 SECTOR				
0 PRIVATE	103	100.0	128563	100.0
1 PUBLIC	-	-	-	-
TOTAL	103	100.0	128563	100.0
FIELD 1-05 TERM OF AGREEMENT				
0 1 YEAR	3	2.9	953	0.7
1 MORE THAN 1 YEAR, LESS THAN 2	3	2.9	12401	9.7
2 2 YEARS	52	50.5	51408	40.0
3 MORE THAN 2 YEARS, LESS THAN 3	14	13.6	15021	11.7
4 3 YEARS	27	26.2	42657	33.2
5 MORE THAN 3 YEARS	4	3.9	6063	4.7
6 OTHER	-	-	-	-
TOTAL	103	100.0	128563	100.0
FIELD 1-06 EXPIRY DATE OF AGREEMENT				
0 2ND HALF OF 1984	3	2.9	3372	2.6
1 1ST HALF OF 1985	8	7.8	15977	12.4
2 2ND HALF OF 1985	27	26.2	17590	13.7
3 1ST HALF OF 1986	39	37.9	55792	43.4
4 2ND HALF OF 1986	12	11.7	32160	25.0
5 1ST HALF OF 1987	9	8.7	2445	1.9
6 2ND HALF OF 1987	3	2.9	613	0.5
7 LATER THAN 1987	2	1.9	614	0.5
TOTAL	103	100.0	128563	100.0

	PRIVATE SECTOR			
	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 1-07 GEOGRAPHICAL BREAKDOWN				
0 EAST AND WEST KOOTENAYS	6	5.8	6220	4.8
1 OKANAGAN	5	4.9	2508	2.0
2 SOUTHERN INTERIOR	2	1.9	6853	5.3
3 LOWER COAST AND LOWER MAINLAND	48	46.6	20505	15.9
4 VANCOUVER ISLAND	4	3.9	1265	1.0
5 CENTRAL INTERIOR	4	3.9	5937	4.6
6 PEACE RIVER	-	-	-	-
7 NORTH WEST	4	3.9	2940	2.3
8 TWO OR MORE REGIONS	26	25.2	80479	62.6
9 INTER-PROVINCIAL	4	3.9	1856	1.4
TOTAL	103	100.0	128563	100.0
SECTION 2 - MANAGEMENT RIGHTS AND UNION SECURITY				
FIELD 2-01 MANAGEMENT RIGHTS CLAUSE				
0 NO PROVISION	26	25.2	40704	31.7
1 GENERAL STATEMENT OF MANAGEMENT RIGHTS	40	38.8	65595	51.0
2 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS WITH MANAGEMENT	13	12.6	6025	4.7
3 ENUMERATED LIST OF MANAGEMENT RIGHTS - RESIDUAL RIGHTS NOT SPECIFIED	24	23.3	16239	12.6
4 OTHER	-	-	-	-
TOTAL	103	100.0	128563	100.0
FIELD 2-02 CONTRACTING OUT				
0 NO PROVISION	44	42.7	35538	27.6
1 CONTRACTING OUT RESTRICTED TO OTHER UNION EMPLOYEES	16	15.5	21385	16.6
2 CONTRACTING OUT RESTRICTED - NO DISPLACEMENT OF PRESENT EMPLOYEES	18	17.5	11952	9.3
3 CONTRACTING OUT RESTRICTED - PAYMENT OF UNION WAGE RATE REQUIRED	-	-	-	-
4 CONTRACTING OUT RESTRICTED - COMBINATION OF 1, 2, AND/OR 3	7	6.8	17296	13.5
5 CONTRACTING OUT PROHIBITED ENTIRELY	4	3.9	1990	1.5
6 OTHER	14	13.6	40402	31.4
TOTAL	103	100.0	128563	100.0
FIELD 2-03 UNION SECURITY CLAUSE				
0 NO PROVISION	11	10.7	13967	10.9
1 CLOSED SHOP	17	16.5	26933	21.0
2 UNION SHOP	46	44.7	28028	21.8
3 MODIFIED UNION SHOP (COMPULSORY MEMBERSHIP FOR NEW EMPLOYEES)	21	20.4	53684	41.8
4 MAINTENANCE OF MEMBERSHIP	3	2.9	3500	2.7
5 RAND FORMULA	2	1.9	2050	1.6
6 OTHER	3	2.9	351	0.3
TOTAL	103	100.0	128563	100.0
FIELD 2-04 AUTHORIZATION OF DUES CHECK-OFF				
0 NO PROVISION	2	1.9	957	0.7
1 VOLUNTARY	1	1.0	600	0.5
2 COMPULSORY FOR ALL EMPLOYEES (ALL EMPLOYEES MUST BE UNION MEMBERS)	61	59.2	54647	42.5
3 COMPULSORY FOR ALL EMPLOYEES (NOT ALL EMPLOYEES MUST BE UNION MEMBERS)	26	25.2	57332	44.6
4 COMPULSORY FOR ALL EMPLOYEES (UNION MEMBERSHIP UNSPECIFIED)	9	8.7	8924	6.9
5 COMPULSORY FOR UNION MEMEBERS ONLY	2	1.9	5500	4.3
6 OTHER	2	1.9	603	0.5
TOTAL	103	100.0	128563	100.0

PRIVATE SECTOR

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 2-05 RIGHT TO REFUSE TO CROSS PICKET LINES, HANDLE HOT CARGOES, ETC.				
0 NO PROVISION	48	46.6	79422	61.8
1 CROSS PICKET LINES	21	20.4	23433	18.2
2 HOT CARGOES	-	-	-	-
3 NON-UNION WORKERS	1	1.0	2500	1.9
4 COMBINATION OF 1, 2, AND/OR 3	31	30.1	22817	17.7
5 OTHER	2	1.9	391	0.3
TOTAL	103	100.0	128563	100.0
SECTION 3 - SENIORITY				
FIELD 3-01 SENIORITY UNIT				
0 NO PROVISION	13	12.6	31385	24.4
1 UNION HIRING HALL	1	1.0	680	0.5
2 EMPLOYER (PLANT, BARGAINING UNIT)	41	39.8	24135	18.8
3 DEPARTMENT (BRANCH, DIVISION)	4	3.9	10424	8.1
4 CRAFT (OCCUPATION)	1	1.0	851	0.7
5 EMPLOYER AND DEPARTMENT	26	25.2	24736	19.2
6 EMPLOYER AND CRAFT	3	2.9	2926	2.3
7 COMBINATION OF THE ABOVE	12	11.7	9214	7.2
8 OTHER	2	1.9	24212	18.8
TOTAL	103	100.0	128563	100.0
FIELD 3-02 LENGTH OF PROBATIONARY PERIOD				
0 NO PROVISION	16	15.5	27921	21.7
1 ONE CALENDAR MONTH	7	6.8	2364	1.8
2 TWO CALENDAR MONTHS	2	1.9	530	0.4
3 THREE CALENDAR MONTHS	7	6.8	13683	10.6
4 SIX CALENDAR MONTHS	7	6.8	6006	4.7
5 THIRTY WORKING DAYS	17	16.5	38909	30.3
6 FORTY-FIVE WORKING DAYS	6	5.8	3421	2.7
7 SIXTY WORKING DAYS	4	3.9	1606	1.2
8 240 WORKING DAYS	-	-	-	-
9 OTHER	37	35.9	34123	26.5
TOTAL	103	100.0	128563	100.0
FIELD 3-03 SENIORITY DETERMINING PROMOTION				
0 NO PROVISION	24	23.3	58783	45.7
1 STRAIGHT SENIORITY	1	1.0	125	0.1
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	40	38.8	52461	40.8
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	25	24.3	12629	9.8
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	13	12.6	4565	3.6
5 OTHER	-	-	-	-
TOTAL	103	100.0	128563	100.0
FIELD 3-04 SENIORITY DETERMINING LAYOFF				
0 NO PROVISION	12	11.7	29230	22.7
1 STRAIGHT SENIORITY	18	17.5	18146	14.1
2 GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	56	54.4	71480	55.6
3 GOVERNS WHERE QUALIFICATIONS ARE EQUAL	7	6.8	3718	2.9
4 TAKEN INTO ACCOUNT WITH OTHER FACTORS	8	7.8	3139	2.4
5 OTHER	2	1.9	2850	2.2
TOTAL	103	100.0	128563	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 3-05 NOTICE OF LAYOFF OR PAY IN LIEU OF NOTICE				
0 NO PROVISION	43	41.7	78274	60.9
1 LESS THAN 24 HOURS	9	8.7	16275	12.7
2 24 HOURS TO 48 HOURS	10	9.7	6640	5.2
3 72 HOURS	1	1.0	130	0.1
4 ONE WEEK	2	1.9	357	0.3
5 TWO WEEKS	9	8.7	4659	3.6
6 ONE MONTH	4	3.9	2416	1.9
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	9	8.7	3125	2.4
8 NOTICE MENTIONED, LENGTH NOT SPECIFIED	2	1.9	1250	1.0
9 OTHER	14	13.6	15431	12.0
TOTAL	103	100.0	128563	100.0
FIELD 3-06 RECALL PROCEDURE				
0 NO PROVISION	15	14.6	31784	24.7
1 STRAIGHT SENIORITY	11	10.7	13718	10.7
2 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	61	59.2	75773	58.9
3 SENIORITY GOVERNS WHERE QUALIFICATIONS ARE EQUAL	4	3.9	2480	1.9
4 SENIORITY CONSIDERED WITH OTHER FACTORS	6	5.8	3080	2.4
5 UNION HIRING HALL REFERRAL	2	1.9	650	0.5
6 OTHER	4	3.9	1078	0.8
TOTAL	103	100.0	128563	100.0
FIELD 3-07 LOSS OF SENIORITY RECALL RIGHTS				
0 NO PROVISION	27	26.2	36292	28.2
1 FAILURE TO REPORT WHEN NOTIFIED	11	10.7	5434	4.2
2 AFTER A SPECIFIED PERIOD OFF WORK	2	1.9	24199	18.8
3 EITHER FAILURE TO REPORT OR AFTER A SPECIFIC PERIOD OFF WORK	63	61.2	62638	48.7
TOTAL	103	100.0	128563	100.0
FIELD 3-08 RETENTION OF SENIORITY DURING LAYOFF				
0 NO PROVISION	21	20.4	34635	26.9
1 LESS THAN SIX MONTHS	4	3.9	1917	1.5
2 SIX MONTHS	6	5.8	11113	8.6
3 SEVEN TO TWELVE MONTHS	3	2.9	1370	1.1
4 TWELVE MONTHS	23	22.3	10376	8.1
5 MORE THAN TWELVE MONTHS UP TO AND INCLUDING TWENTY-FOUR MONTHS	10	9.7	5331	4.1
6 MORE THAN TWENTY-FOUR MONTHS	4	3.9	2765	2.2
7 GRADUATED ACCORDING TO LENGTH OF SERVICE	22	21.4	45595	35.5
8 NOT SPECIFIED OR INDEFINITE	5	4.9	3620	2.8
9 SENIORITY LOST ON LAYOFF	-	-	-	-
10 OTHER	5	4.9	11621	9.2
TOTAL	103	100.0	128563	100.0
FIELD 3-09 RETENTION OF SENIORITY DURING ILLNESS OR INJURY				
0 NO PROVISION	63	61.2	94788	73.7
1 UP TO 1 YEAR	9	8.7	14615	11.4
2 12 - 24 MONTHS	8	7.8	2924	2.3
3 MORE THAN 24 MONTHS	4	3.9	4191	3.3
4 VARIES BY TYPE OF INCAPACITATION	3	2.9	1368	1.1
5 OTHER	16	15.5	10677	8.3
TOTAL	103	100.0	128563	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 3-10 SENIORITY ON TRANSFER FROM BARGAINING UNIT				
0 NO PROVISION	61	59.2	81161	63.1
1 SENIORITY LOST ON TRANSFER	3	2.9	1110	0.9
2 SENIORITY RETAINED FOR SPECIFIED PERIOD ONLY	27	26.2	39987	31.1
3 SENIORITY RETAINED INDEFINITELY	8	7.8	4875	3.8
4 VARIES DEPENDING ON CIRCUMSTANCE OF TRANSFER	1	1.0	400	0.3
5 OTHER	3	2.9	1030	0.8
TOTAL	103	100.0	128563	100.0
FIELD 3-11 SUPER SENIORITY (SPECIAL SENIORITY) ON LAY-OFFS, ETC.				
0 NO PROVISION	90	87.4	111741	86.9
1 FOR UNION OFFICIALS	5	4.9	2896	2.3
2 SPECIAL SKILLS, APPRENTICES	6	5.8	13008	10.1
3 COMBINATION OF ALTERNATIVES	2	1.9	918	0.7
4 OTHER	-	-	-	-
TOTAL	103	100.0	128563	100.0

SECTION 4 - JOB OPPORTUNITY AND PROTECTION

FIELD 4-01 JOB POSTING				
0 NO PROVISION	30	29.1	48877	38.0
1 PROVISION	73	70.9	79686	62.0
TOTAL	103	100.0	128563	100.0
FIELD 4-02 PREFERRED EMPLOYMENT FOR OLDER OR DISABLED WORKERS (EXISTING EMPLOYEES)				
0 NO PROVISION	71	68.9	106400	82.8
1 OLDER WORKERS	3	2.9	3820	3.0
2 DISABLED WORKERS	20	19.4	11728	9.1
3 COMBINATION OF BOTH OLDER AND DISABLED WORKERS	9	8.7	6615	5.1
TOTAL	103	100.0	128563	100.0
FIELD 4-03 LIMITATION OF PART-TIME WORKERS, TRAINEES				
0 NO PROVISION	89	86.4	111186	86.5
1 PROVISION	14	13.6	17377	13.5
TOTAL	103	100.0	128563	100.0
FIELD 4-04 TRAINING OR RETRAINING (OTHER THAN TECHNOLOGICAL CHANGE)				
0 NO PROVISION	29	28.2	29937	23.3
1 APPRENTICESHIP	27	26.2	25276	19.7
2 COMPANY PROVIDES ON-THE-JOB TRAINING EXPERIENCES	10	9.7	9340	7.3
3 COMPANY SPONSORS OFF-PREMISES TRAINING PROGRAMS	5	4.9	13005	10.1
4 1 AND 2	11	10.7	5394	4.2
5 1 AND 3	-	-	-	-
6 2 AND 3	7	6.8	2394	1.9
7 1, 2 AND 3	5	4.9	15079	11.7
8 TRAINING AT EMPLOYEE INITIATION - COMPANY MAY OR MAY NOT REIMBURSE	-	-	-	-
9 LABOUR AND MANAGEMENT TRAINING PROGRAM	2	1.9	320	0.2
10 OTHER	7	6.8	27816	21.6
TOTAL	103	100.0	128563	100.0

PRIVATE SECTOR

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 4-05 JOURNEYMAN-APPRENTICE RATIO				
0 NO PROVISION	79	76.7	94869	73.8
1 MAXIMUM 1 APPRENTICE FOR EACH JOURNEYMAN	5	4.9	6350	4.9
2 MAXIMUM 1 APPRENTICE FOR EACH 2 JOURNEYMEN	2	1.9	9100	7.1
3 MAXIMUM 1 APPRENTICE FOR EACH 3 JOURNEYMEN	4	3.9	634	0.5
4 MAXIMUM 1 APPRENTICE FOR EACH 4 JOURNEYMEN	3	2.9	12020	9.3
5 MAXIMUM 1 APPRENTICE FOR EACH 5 JOURNEYMEN	5	4.9	2001	1.6
6 MAXIMUM 1 APPRENTICE FOR EACH 6 OR MORE JOURNEYMEN	2	1.9	489	0.4
7 NOT SPECIFIED	3	2.9	3100	2.4
TOTAL	103	100.0	128563	100.0
FIELD 4-06 DISTRIBUTION OF WORK DURING SLACK PERIODS/ WORK SHARING				
0 NO PROVISION	93	90.3	124975	97.2
1 REDUCTION IN NORMAL HOURS OF WORK	5	4.9	2498	1.9
2 CHANGE IN TYPE OF WORK	-	-	-	-
3 COMBINATION OF 1 AND 2	1	1.0	140	0.1
4 OTHER	4	3.9	950	0.7
TOTAL	103	100.0	128563	100.0
FIELD 4-07 RATE ON TEMPORARY REASSIGNMENT				
0 NO PROVISION	48	46.6	90260	70.2
1 REGULAR RATE OF EMPLOYEE	-	-	-	-
2 RATE OF TEMPORARY JOB OR REGULAR JOB - WHICHEVER IS GREATER	50	48.5	32397	25.2
3 RATE OF TEMPORARY JOB	3	2.9	5196	4.0
4 OTHER	2	1.9	710	0.6
TOTAL	103	100.0	128563	100.0
FIELD 4-08 GUARANTEED EMPLOYMENT OR EARNINGS				
0 NO PROVISION	81	78.6	116254	90.4
1 DAILY GUARANTEE FOR SOME OR ALL EMPLOYEES	6	5.8	2986	2.3
2 WEEKLY GUARANTEE FOR SOME OR ALL EMPLOYEES	8	7.8	1313	1.0
3 MONTHLY GUARANTEE FOR SOME OR ALL EMPLOYEES	1	1.0	743	0.6
4 ANNUAL GUARANTEE FOR SOME OR ALL EMPLOYEES	-	-	-	-
5 OTHER	7	6.8	7265	5.7
TOTAL	103	100.0	128563	100.0
FIELD 4-09 MOONLIGHTING				
0 NO PROVISION	83	80.6	118031	91.8
1 PROHIBITED	9	8.7	7643	5.9
2 PERMITTED - WITH RESTRICTIONS	9	8.7	1819	1.4
3 PERMITTED - WITHOUT RESTRICTIONS	-	-	-	-
4 OTHER	2	1.9	1070	0.8
TOTAL	103	100.0	128563	100.0
FIELD 4-10 CLASSIFICATION OF NEWLY-CREATED JOBS				
0 NO PROVISION	56	54.4	50395	39.2
1 UNION-MANAGEMENT CONSULTATION ONLY	13	12.6	16410	12.8
2 ARBITRATION IF CONSULTATION FAILS	32	31.1	36610	28.5
3 OTHER	2	1.9	25150	19.6
TOTAL	103	100.0	128563	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
SECTION 5 - TECHNOLOGICAL CHANGE				
FIELD 5-01 TECHNOLOGICAL CHANGE, ADVANCE NOTICE TO UNION				
0 NO PROVISION	39	37.9	55339	43.0
1 LESS THAN THREE MONTHS	14	13.6	14970	11.6
2 THREE MONTHS	17	16.5	6924	5.4
3 SIX MONTHS	14	13.6	38861	30.2
4 MORE THAN SIX MONTHS	-	-	-	-
5 NOTICE MENTIONED - TIME NOT SPECIFIED	14	13.6	8007	6.2
6 OTHER	5	4.9	4462	3.5
TOTAL	103	100.0	128563	100.0
FIELD 5-02 CONSULTATION IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	63	61.2	98909	76.9
1 CONSULTATION VIA SPECIAL LABOUR-MANAGEMENT COMMITTEE	12	11.7	16995	13.2
2 CONSULTATION - DETAILS UNSPECIFIED	26	25.2	10054	7.8
3 OTHER	2	1.9	2605	2.0
TOTAL	103	100.0	128563	100.0
FIELD 5-03 ARBITRATION OF TECHNOLOGICAL CHANGE DISPUTE				
0 NO PROVISION	84	81.6	120631	93.8
1 PROVISION	19	18.4	7932	6.2
TOTAL	103	100.0	128563	100.0
FIELD 5-04 TECHNOLOGICAL CHANGE: EMPLOYMENT SECURITY				
0 NO PROVISION	38	36.9	43602	33.9
1 STRAIGHT LAYOFF	-	-	-	-
2 LAYOFF WITH SEVERANCE PAY OR S.U.B.	46	44.7	54083	42.5
3 WORK FORCE REDUCED THROUGH ATTRITION OR EARLY RETIREMENT	1	1.0	467	0.4
4 SOME FORM OF WAGE OR EMPLOYMENT GUARANTEE (OTHER THAN S.U.B./SEVERANCE)	4	3.9	2170	1.7
5 COMBINATION	8	7.8	13137	10.2
6 NO REDUCTION IN TOTAL NUMBER OF EMPLOYEES	2	1.9	600	0.5
7 OTHER	4	3.9	13904	10.8
TOTAL	103	100.0	128563	100.0
FIELD 5-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE PAY				
0 NO PROVISION	59	57.3	69940	54.4
1 LESS THAN ONE YEAR	2	1.9	1201	0.9
2 ONE YEAR	26	25.2	46971	36.5
3 TWO YEARS	4	3.9	1436	1.1
4 THREE YEARS	4	3.9	1664	1.3
5 FOUR YEARS	-	-	-	-
6 FIVE YEARS	4	3.9	2755	2.1
7 TEN YEARS	-	-	-	-
8 OTHER	4	3.9	4588	3.6
TOTAL	103	100.0	128563	100.0

PRIVATE SECTOR

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 5-06 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	49	47.6	62303	48.5
1 ONE WEEK'S PAY PER YEAR OF SERVICE	19	18.4	39561	30.8
2 ONE WEEKS'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	10	9.7	4344	3.4
3 VARIES ACCORDING TO LENGTH OF SERVICE	4	3.9	1555	1.2
4 FLAT AMOUNT (E.G. $50/YEAR OR $500 ON TERMINATION, ETC.)	5	4.9	10884	8.5
5 OTHER	16	15.5	9916	7.7
TOTAL	103	100.0	128563	100.0
FIELD 5-07 MAXIMUM AMOUNT OF SEVERANCE PAY				
0 NO PROVISION	60	58.3	65472	50.9
1 LESS THAN 20 WEEKS' PAY	13	12.6	5650	4.4
2 20 - 25 WEEKS' PAY	4	3.9	1831	1.4
3 26 - 29 WEEKS' PAY	5	4.9	746	0.6
4 30 - 51 WEEKS' PAY	8	7.8	37562	29.2
5 52 WEEK'S PAY OR MORE	2	1.9	1251	1.0
6 NO MAXIMUM	9	8.7	13051	10.2
7 OTHER	2	1.9	3000	2.3
TOTAL	103	100.0	128563	100.0
FIELD 5-08 TECHNOLOGICAL CHANGE: NOTICE OF PERMANENT LAYOFF				
0 NO PROVISION	89	86.4	110091	85.6
1 LESS THAN THREE MONTHS	5	4.9	1708	1.3
2 THREE MONTHS OR MORE, LESS THAN SIX MONTHS	3	2.9	1848	1.4
3 SIX MONTHS OR MORE, LESS THAN ONE YEAR	3	2.9	1304	1.0
4 MENTIONED, NOT SPECIFIED	-	-	-	-
5 BY LENGTH OF SERVICE	-	-	-	-
6 OTHER	3	2.9	13612	10.6
TOTAL	103	100.0	128563	100.0
FIELD 5-09 OPTIONS FOR EMPLOYEES RETAINED				
0 NO PROVISION	40	38.8	56152	43.7
1 OPPORTUNITY TO BE TRAINED OR RETRAINED	32	31.1	12700	9.9
2 MAINTENANCE OF CURRENT WAGE RATE IF REQUIRED TO MOVE TO LOWER GRADED JOB	3	2.9	25410	19.8
3 GUARANTEE OF ONLY SLIGHTLY LOWER PAY IF MOVED TO LOWER GRADED JOB	-	-	-	-
4 TRANSFER ALLOWANCE AND/OR PROGRAM	-	-	-	-
5 COMBINATION OF ABOVE ALTERNATIVES	25	24.3	31446	24.5
6 OTHER	3	2.9	2855	2.2
TOTAL	103	100.0	128563	100.0
FIELD 5-10 TRAINING IN RELATION TO TECHNOLOGICAL CHANGE				
0 NO PROVISION	47	45.6	59707	46.4
1 COMPANY PROGRAM	12	11.7	4210	3.3
2 UNION PROGRAM OR JOINT COMPANY-UNION PROGRAM	-	-	-	-
3 COMPANY-UNION PROGRAM IN CONJUNCTION WITH PROVINCIAL AND/OR FEDERAL GOVERNMENT	8	7.8	28791	22.4
4 TRAINING OR RETRAINING MENTIONED BUT NOT SPECIFIED	34	33.0	22349	17.4
5 OTHER	2	1.9	13500	10.5
TOTAL	103	100.0	128563	100.0
FIELD 5-11 TECHNOLOGICAL CHANGE: REOPENER				
0 NO PROVISION	103	100.0	128563	100.0
1 PROVISION	-	-	-	-
TOTAL	103	100.0	128563	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 5-12 TECHNOLOGICAL CHANGE: RELOCATON ALLOWANCE				
0 NO PROVISION	101	98.1	127470	99.1
1 EMPLOYER PAYS FULL COST	-	-	-	-
2 EMPLOYER PAYS PERCENTAGE OF COST	1	1.0	743	0.6
3 EMPLOYER PAYS PERCENTAGE OF COST, BUT MAXIMUM NOT SPECIFIED	-	-	-	-
4 FLAT AMOUNT	-	-	-	-
5 OTHER	1	1.0	350	0.3
TOTAL	103	100.0	128563	100.0

SECTION 6 - COMPENSATION PRACTICE AND RELATED PROVISIONS

FIELD 6-01 FREQUENCY OF DEFERRED WAGE INCREASES				
0 NO WAGE ADJUSTMENTS DEFERRED DURING LIFE OF AGREEMENT	10	9.7	10891	8.5
1 WAGE ADJUSTMENT EVERY SIX MONTHS	5	4.9	708	0.6
2 WAGE ADJUSTMENT YEARLY	57	55.3	83695	65.1
3 IRREGULARLY SCHEDULED WAGE INCREASES	29	28.2	31869	24.8
4 VARIES FOR DIFFERENT CATEGORIES OF WORKERS	1	1.0	350	0.3
5 OTHER	1	1.0	1050	0.8
TOTAL	103	100.0	128563	100.0
FIELD 6-02 OTHER WAGE ADJUSTMENTS				
0 NO PROVISION	95	92.2	125348	97.5
1 DATE SPECIFIED, AMOUNT DETERMINED LATER	1	1.0	313	0.2
2 REOPENER CLAUSE - MUTUAL CONSENT REQUIRED	3	2.9	1069	0.8
3 COMBINATION OF 1 AND 2	-	-	-	-
4 OTHER	4	3.9	1833	1.4
TOTAL	103	100.0	128563	100.0
FIELD 6-03 SEVERANCE PAY				
0 NO PROVISION	61	59.2	88698	69.0
1 SEVERANCE PAY PLAN	35	34.0	36219	28.2
2 LAYOFF BENEFITS PLAN	1	1.0	206	0.2
3 SEVERANCE PAY AND LAYOFF BENEFITS PLAN	2	1.9	1612	1.3
4 PLAN EXISTS: NO DETAILS	2	1.9	1160	0.9
5 OTHER	2	1.9	668	0.5
TOTAL	103	100.0	128563	100.0
FIELD 6-04 SUPPLEMENTARY UNEMPLOYMENT BENEFITS				
0 NO PROVISION	99	96.1	122711	95.4
1 PROVISION	4	3.9	5852	4.6
TOTAL	103	100.0	128563	100.0
FIELD 6-05 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE BENEFITS				
0 NO PROVISION	70	68.0	95802	74.5
1 LESS THAN ONE YEAR	6	5.8	3482	2.7
2 ONE YEAR	17	16.5	24855	19.3
3 TWO YEARS	4	3.9	2463	1.9
4 THREE YEARS	3	2.9	1073	0.8
5 FIVE YEARS	1	1.0	400	0.3
6 TEN YEARS	-	-	-	-
7 OTHER	2	1.9	488	0.4
TOTAL	103	100.0	128563	100.0

PRIVATE SECTOR

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 6-06 ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	62	60.2	89758	69.8
1 ONE DAY'S PAY PER YEAR OF SERVICE	1	1.0	125	0.1
2 ONE WEEK'S PAY PER YEAR OF SERVICE	15	14.6	17354	13.5
3 ONE WEEK'S PAY PER YEAR OF SERVICE AFTER A DESIGNATED PERIOD (E.G. 2 OR 5 YEARS)	4	3.9	1338	1.0
4 VARIES ACCORDING TO LENGTH OF SERVICE	13	12.6	15191	11.8
5 FLAT AMOUNT (E.G. LUMP SUM ON TERMINATION)	-	-	-	-
6 OTHER	8	7.8	4797	3.7
TOTAL	103	100.0	128563	100.0
FIELD 6-07 MAXIMUM ACCUMULATION OF SEVERANCE PAY				
0 NO PROVISION	75	72.8	105588	82.1
1 LESS THAN 20 WEEKS' PAY	7	6.8	3336	2.6
2 20 WEEKS' PAY	5	4.9	4169	3.2
3 21 - 25 WEEKS' PAY	-	-	-	-
4 26 - 29 WEEKS' PAY	1	1.0	140	0.1
5 30 - 52 WEEKS' PAY	5	4.9	1906	1.5
6 NO MAXIMUM	7	6.8	11603	9.0
7 OTHER	3	2.9	1871	1.5
TOTAL	103	100.0	128563	100.0
FIELD 6-08 COLA				
0 NO PROVISION	85	82.5	114773	89.3
1 PROVISION EXISTS AND IS EFFECTIVE DURING AGREEMENT	17	16.5	13702	10.7
2 PROVISION EXISTS AND IS TO BE IMPLEMENTED AT A LATER DATE	1	1.0	88	0.1
TOTAL	103	100.0	128563	100.0
FIELD 6-09 COLA: FREQUENCY				
0 NO PROVISION	85	82.5	114773	89.3
1 AUTOMATIC MONTHLY ADJUSTMENT	4	3.9	654	0.5
2 AUTOMATIC QUARTERLY ADJUSTMENT	4	3.9	5563	4.3
3 AUTOMATIC SEMI-ANNUALLY ADJUSTMENT	-	-	-	-
4 AUTOMATIC ANNUAL ADJUSTMENT	-	-	-	-
5 IN LINE WITH CONTRACT WAGE AGREEMENTS	-	-	-	-
6 ADJUSTED DURING TERM OF AGREEMENT	5	4.9	3456	2.7
7 REVIEW AT IRREGULAR INTERVALS	-	-	-	-
8 CANNOT DETERMINE	-	-	-	-
9 OTHER	5	4.9	4117	3.2
TOTAL	103	100.0	128563	100.0

SECTION 7 - REGULAR HOURS AND DAYS OF WORK

FIELD 7-01 NORMAL DAILY WORK HOURS - NON OFFICE EMPLOYEES				
0 NO PROVISION			5600	4.6
1 LESS THAN SEVEN HOURS			-	-
2 SEVEN HOURS			390	0.3
3 7 1/4 HOURS			-	-
4 7 1/2 HOURS			31525	26.0
5 7 3/4 HOURS			500	0.4
6 EIGHT HOURS			76052	64.8
7 MORE THAN EIGHT HOURS			1260	1.0
8 FLEXIBLE WORK HOURS			-	-
9 OTHER			3357	2.8
TOTAL			121289	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 7-02 NORMAL DAILY WORK HOURS - OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 LESS THAN SEVEN HOURS			270	3.7
2 SEVEN HOURS			1678	23.1
3 7 1/4 HOURS			-	-
4 7 1/2 HOURS			5138	70.6
5 7 3/4 HOURS			-	-
6 EIGHT HOURS			168	2.3
7 MORE THAN EIGHT HOURS			-	-
8 FLEXIBLE WORK HOURS			-	-
9 OTHER			20	0.3
TOTAL			7274	100.0
FIELD 7-03 NORMAL WEEKLY WORK DAYS - NON OFFICE EMPLOYEES				
0 NO PROVISION			11418	9.4
1 THREE DAYS			-	-
2 FOUR DAYS			4581	3.8
3 FIVE DAYS			101228	83.5
4 VARIES BY SEASON, LOCATION, ETC.			-	-
5 NO STANDARD WEEKLY WORK DAYS (EMPLOYEE OPTION)			126	0.1
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			1200	1.0
7 OTHER			2731	2.3
TOTAL			121289	100.0
FIELD 7-04 NORMAL WEEKLY WORK DAYS - OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 THREE DAYS			-	-
2 FOUR DAYS			-	-
3 FIVE DAYS			7252	99.7
4 VARIES BY SEASON, LOCATION, ETC.			-	-
5 NO STANDARD WEEKLY WORK DAYS			-	-
6 WORK CYCLE NOT BASED ON REGULAR CALENDAR WEEK (E.G. 10 DAYS ON, 5 OFF)			-	-
7 OTHER			22	0.3
TOTAL			7274	100.0
FIELD 7-05 NORMAL WEEKLY WORK HOURS - NON OFFICE EMPLOYEES				
0 NO PROVISION			5600	4.6
1 LESS THAN 35 HOURS			-	-
2 35 HOURS			717	0.6
3 37 1/2 HOURS			31525	26.0
4 40 HOURS			78081	64.4
5 MORE THAN 40 HOURS			-	-
6 OTHER			5361	4.4
TOTAL			121289	100.0
FIELD 7-06 NORMAL WEEKLY WORK HOURS - OFFICE EMPLOYEES				
0 NO PROVISION			-	-
1 LESS THAN 35 HOURS			270	3.7
2 35 HOURS			1678	23.1
3 37 1/2 HOURS			5138	70.6
4 40 HOURS			146	2.0
5 MORE THAN 40 HOURS			-	-
6 OTHER			42	0.6
TOTAL			7274	100.0

PRIVATE SECTOR

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-07 DAYS OFF PER WEEK				
0 NO PROVISION	8	7.8	14246	11.1
1 TWO DAYS (CONSECUTIVE)	71	68.9	91569	71.2
2 TWO DAYS (NOT CONSECUTIVE)	-	-	-	-
3 THREE DAYS (CONSECUTIVE)	-	-	-	-
4 THREE DAYS (NOT CONSECUTIVE)	1	1.0	100	0.1
5 FOUR DAYS	-	-	-	-
6 VARIED FOR CONTINUOUS OR NON-CONTINUOUS OPERATIONS	8	7.8	7254	5.6
7 OTHER	15	14.6	15394	12.0
TOTAL	103	100.0	128563	100.0
FIELD 7-08 REPORTING PAY - WORK NOT COMMENCED				
0 LEGISLATION (2 HOURS' PAY)	59	57.3	72946	56.7
1 THREE HOURS' PAY	2	1.9	465	0.4
2 FOUR HOURS' PAY	27	26.2	45590	35.5
3 FULL SHIFT'S PAY	11	10.7	4103	3.2
4 OTHER	4	3.9	5459	4.2
TOTAL	103	100.0	128563	100.0
FIELD 7-09 REPORTING PAY - WORK HAS COMMENCED				
0 LEGISLATION (4 HOURS' PAY)	89	86.4	123726	96.2
1 MORE THAN FOUR HOURS' PAY BUT LESS THAN A FULL SHIFT'S PAY	-	-	-	-
2 FULL SHIFT'S PAY	11	10.7	4103	3.2
3 OTHER	3	2.9	734	0.6
TOTAL	103	100.0	128563	100.0
FIELD 7-10 PAID REST PERIODS				
0 NO PROVISION	28	27.2	31873	24.8
1 TWO FOR A TOTAL OF 20 MINUTES	35	34.0	68304	53.1
2 TWO FOR A TOTAL OF 30 MINUTES	26	25.2	21090	16.4
3 TWO FOR A TOTAL OF 40 MINUTES	-	-	-	-
4 VARIES WITH DIFFERENT CATEGORIES OF EMPLOYEES	2	1.9	750	0.6
5 REST PERIOD MENTIONED BUT NOT SPECIFIED	8	7.8	5282	4.1
6 OTHER	4	3.9	1264	1.0
TOTAL	103	100.0	128563	100.0
FIELD 7-11 NOTICE OF CHANGE IN HOURS, DAYS, SHIFTS, ETC.				
0 NO PROVISION	47	45.6	87920	68.4
1 LESS THAN ONE DAY (24 HOURS)	6	5.8	2402	1.9
2 ONE DAY (24 HOURS)	14	13.6	7065	5.5
3 MORE THAN ONE DAY LESS THAN THREE	13	12.6	14694	11.4
4 THREE DAYS TO LESS THAN SEVEN	11	10.7	8316	6.5
5 SEVEN TO FOURTEEN DAYS	5	4.9	1384	1.1
6 MORE THAN FOURTEEN DAYS	1	1.0	150	0.1
7 NOTICE MENTIONED BUT NOT SPECIFIED	3	2.9	6025	4.7
8 OTHER	3	2.9	605	0.5
TOTAL	103	100.0	128563	100.0
FIELD 7-12 PORTAL-TO-PORTAL				
0 NO PROVISION	96	93.2	97845	76.1
1 PROVISION	7	6.8	30718	23.9
TOTAL	103	100.0	128563	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-13 PAID WASH, CLEAN UP, OR CLOTHES CHANGING PERIODS				
0 NO PROVISION	86	83.5	121161	94.2
1 PROVISION	17	16.5	7402	5.8
TOTAL	103	100.0	128563	100.0
FIELD 7-14 FLEXIBLE STARTING/QUITTING HOURS				
0 NO PROVISION	99	96.1	122563	95.3
1 PROVISION	4	3.9	6000	4.7
TOTAL	103	100.0	128563	100.0
FIELD 7-15 COMPRESSED WORK WEEK				
0 NO PROVISION	86	83.5	121939	94.8
1 THREE DAY WEEK IN PROGRESS	-	-	-	-
2 FOUR DAY WEEK IN PROGRESS	5	4.9	1796	1.4
3 ALTERNATING 4, 5, IN PROGRESS	-	-	-	-
4 TO COMMENCE DURING TERM OF AGREEMENT	2	1.9	496	0.4
5 UNDER STUDY	1	1.0	743	0.6
6 OTHER	9	8.7	3569	2.8
TOTAL	103	100.0	128563	100.0

SECTION 8 - OVERTIME AND PREMIUM PAY

FIELD 8-01 OVERTIME RATE AFTER NORMAL DAILY WORK HOURS				
0 1 1/2 X	13	12.6	8398	6.5
1 1 1/2 X FOR ONE HOUR, THEN 2 X	2	1.9	5255	4.1
2 1 1/2 X FOR TWO HOURS, THEN 2 X	26	25.2	22302	17.3
3 1 1/2 X FOR THREE HOURS, THEN 2 X	10	9.7	40062	31.2
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	3	2.9	847	0.7
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	-	-	-	-
6 2 X	41	39.8	42876	33.4
7 OTHER	8	7.8	8801	6.8
TOTAL	103	100.0	128563	100.0
FIELD 8-02 OVERTIME RATE AFTER NORMAL WEEKLY WORK HOURS				
0 1 1/2 X	31	30.1	51830	40.3
1 1 1/2 X FOR ONE HOUR, THEN 2 X	1	1.0	5000	3.9
2 1 1/2 X FOR TWO HOURS, THEN 2 X	8	7.8	13896	10.8
3 1 1/2 X FOR THREE HOURS, THEN 2 X	2	1.9	3000	2.3
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	4	3.9	949	0.7
5 1 1/2 X FOR EIGHT HOURS, THEN 2 X	3	2.9	1098	0.9
6 2 X	43	41.7	43243	33.6
7 OTHER	11	10.7	9547	7.4
TOTAL	103	100.0	128563	100.0
FIELD 8-03 OVERTIME RATE ON SIXTH DAY (OR FIRST DAY NOT NORMALLY WORKED)				
0 NO PROVISION	7	6.8	6972	5.4
1 1 1/2 X	22	21.4	44956	35.0
2 1 1/2 X FOR ONE HOUR, THEN 2 X	1	1.0	5000	3.9
3 1 1/2 X FOR TWO HOURS, THEN 2 X	3	2.9	1180	0.9
4 1 1/2 X FOR THREE HOURS, THEN 2 X	1	1.0	100	0.1
5 1 1/2 X FOR FOUR HOURS, THEN 2 X	3	2.9	676	0.5
6 2 X	48	46.6	55079	42.8
7 OTHER	18	17.5	14600	11.4
TOTAL	103	100.0	128563	100.0

PRIVATE SECTOR

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-04 OVERTIME RATE ON SEVENTH DAY (OR SECOND DAY NOT NORMALLY WORKED)				
0 NO PROVISION	11	10.7	8138	6.3
1 1 1/2 X	8	7.8	9276	7.2
2 1 1/2 X FOR ONE HOUR, THEN 2 X	-	-	-	-
3 1 1/2 X FOR TWO HOURS, THEN 2 X	1	1.0	400	0.3
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	69	67.0	98763	76.8
6 3 X	2	1.9	607	0.5
7 OVERTIME RATE TIMES SUNDAY PREMIUM RATE (E.G. 1 1/2 X 1 1/2 X)	-	-	-	-
8 OTHER	12	11.7	11379	8.9
TOTAL	103	100.0	126563	100.0
FIELD 8-05 OVERTIME COMPENSATION				
0 NO PROVISION	24	23.3	56598	44.0
1 PAY ONLY	46	44.7	44395	34.5
2 FULL COMPENSATORY TIME OFF	-	-	-	-
3 CHOICE OF PAY OR COMPENSATORY TIME OFF	32	31.1	27430	21.3
4 OTHER	1	1.0	140	0.1
TOTAL	103	100.0	126563	100.0
FIELD 8-06 RIGHT TO REFUSE OVERTIME				
0 NO PROVISION	52	50.5	107810	83.9
1 RIGHT TO REFUSE	43	41.7	18312	14.2
2 NO RIGHT TO REFUSE	1	1.0	230	0.2
3 OVERTIME COMPULSORY IN CASES OF EMERGENCY	2	1.9	220	0.2
4 OTHER	5	4.9	1991	1.5
TOTAL	103	100.0	126563	100.0
FIELD 8-07 DISTRIBUTION OF OVERTIME				
0 NO PROVISION	54	52.4	96010	74.7
1 BASED ON SENIORITY	19	18.4	10092	7.8
2 SHARED AMONG ALL EMPLOYEES	29	28.2	22313	17.4
3 OTHER	1	1.0	148	0.1
TOTAL	103	100.0	128563	100.0
FIELD 8-08 PREMIUM RATE FOR REGULARLY SCHEDULED WORK ON SATURDAY				
0 NO PROVISION	74	71.8	76432	59.5
1 NO PREMIUM RATE FOR REGULAR SATURDAY WORK (I.E. STRAIGHT TIME)	8	7.8	32946	25.6
2 1 1/2 X	1	1.0	467	0.4
3 1 1/2 X FOR TWO HOURS, THEN 2 X	-	-	-	-
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	4	3.9	11770	9.2
6 FLAT AMOUNT PER HOUR OR DAY	12	11.7	5348	4.2
7 PERCENTAGE OF REGULAR RATE	2	1.9	1030	0.8
8 OTHER	2	1.9	570	0.4
TOTAL	103	100.0	126563	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-09 PREMIUM RATE FOR REGULAR SCHEDULED WORK ON SUNDAY				
0 NO PROVISION	72	69.9	67812	52.7
1 NO PREMIUM RATE FOR REGULAR SUNDAY WORK (I.E.STRAIGHT TIME)	3	2.9	1605	1.2
2 1 1/2 X	6	5.8	46112	35.9
3 1 1/2 X FOR TWO HOURS, THEN 2 X	1	1.0	600	0.5
4 1 1/2 X FOR FOUR HOURS, THEN 2 X	-	-	-	-
5 2 X	5	4.9	3467	2.7
6 FLAT AMOUNT PER HOUR OR PER DAY	12	11.7	7328	5.7
7 PERCENTAGE OF REGULAR RATE	2	1.9	1030	0.8
8 OTHER	2	1.9	609	0.5
TOTAL	103	100.0	128563	100.0
FIELD 8-10 CALL-IN (CALL-BACK) PAY GUARANTEE				
0 NO PROVISION	28	27.2	54365	42.3
1 MINIMUM OF TWO HOURS AT STRAIGHT TIME	4	3.9	5900	4.6
2 MINIMUM OF THREE HOURS AT STRAIGHT TIME	2	1.9	1860	1.4
3 MINIMUM OF FOUR HOURS AT STRAIGHT TIME	15	14.6	17381	13.5
4 MORE THAN FOUR HOURS' PAY AT STRAIGHT TIME	3	2.9	1042	0.8
5 MINIMUM OF TWO HOURS AT OVERTIME RATE	5	4.9	1818	1.4
6 MINIMUM OF THREE HOURS AT OVERTIME RATE	6	5.8	12705	9.9
7 MINIMUM OF FOUR HOURS AT OVERTIME RATE	18	17.5	12529	9.7
8 MORE THAN FOUR HOURS' PAY AT OVERTIME RATE	-	-	-	-
9 OVERTIME RATE, NO MINIMUM GUARANTEE	1	1.0	1250	1.0
10 1 1/2 X FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	4	3.9	1800	1.4
11 DOUBLE TIME FOR HOURS WORKED OR FOUR HOURS AT STRAIGHT TIME, WHICHEVER IS GREATER	3	2.9	350	0.3
12 OTHER	14	13.6	17497	13.6
TOTAL	103	100.0	128563	100.0
FIELD 8-11 PAID MEAL PERIOD				
0 NO PROVISION	44	42.7	47868	37.2
1 ON OVERTIME, CALL-IN, HOLIDAY WORK, ETC.	40	38.8	63582	49.5
2 ON DESIGNATED SHIFTS	6	5.8	2413	1.9
3 1 AND 2	9	8.7	3945	3.1
4 OTHER	4	3.9	10755	8.4
TOTAL	103	100.0	128563	100.0
FIELD 8-12 MEAL ALLOWANCE ON OVERTIME OR CALL-IN				
0 NO PROVISION	40	38.8	26491	20.6
1 LESS THAN $4.00	1	1.0	600	0.5
2 $4.00 TO $4.99	4	3.9	1954	1.5
3 $5.00 TO $5.99	6	5.8	3907	3.0
4 $6.00 TO $6.99	7	6.8	2343	1.8
5 $7.00 AND MORE	7	6.8	2229	1.7
6 MEAL PROVIDED	21	20.4	73102	56.9
7 OTHER	17	16.5	17937	14.0
TOTAL	103	100.0	128563	100.0
FIELD 8-13 RATE FOR TRAVEL TIME ON OVERTIME, CALL-IN, ETC.				
0 NO PROVISION	91	88.3	117527	91.4
1 1 1/2 X	1	1.0	270	0.2
2 1 1/2 X FOLLOWED BY A HIGHER RATE	4	3.9	5440	4.2
3 2 X	2	1.9	1081	0.8
4 FLAT AMOUNT	-	-	-	-
5 OTHER	5	4.9	4245	3.3
TOTAL	103	100.0	128563	100.0

PRIVATE SECTOR

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-14 STAND-BY PAY				
0 NO PROVISION	85	82.5	82485	64.2
1 PROVISION	18	17.5	46078	35.8
TOTAL	103	100.0	128563	100.0
FIELD 8-15 PREMIUM PAY FOR HAZARDOUS, DIRTY, OR UNDERGROUND WORK				
0 NO PROVISION	78	75.7	81803	63.6
1 MULTIPLE RATE (I.E. 1 1/4 X, 1 1/2 X, OR 2 X)	4	3.9	1460	1.1
2 FLAT AMOUNT PER HOUR IN ADDITION TO REGULAR WAGES	10	9.7	8325	6.5
3 PERCENTAGE OF REGULAR RATE	4	3.9	11825	9.2
4 REDUCED SHIFT	-	-	-	-
5 OTHER	7	6.8	25150	19.6
TOTAL	103	100.0	128563	100.0
FIELD 8-16 SECOND SHIFT DIFFERENTIAL				
0 NO PROVISION	24	23.3	21829	17.0
1 LESS THAN 20 CENTS PER HOUR	2	1.9	430	0.3
2 20 - 29 CENTS PER HOUR	4	3.9	3510	2.7
3 30 - 49 CENTS PER HOUR	28	27.2	52312	40.7
4 50 - 75 CENTS PER HOUR	11	10.7	5186	4.0
5 MORE THAN 75 CENTS PER HOUR	6	5.8	3992	3.1
6 1/2 HOUR'S PAY PER SHIFT	2	1.9	1000	0.8
7 1 HOUR'S PAY PER SHIFT	6	5.8	17275	13.4
8 PERCENTAGE OF HOURLY WAGE RATE	8	7.8	4151	3.2
9 FLAT AMOUNT PER SHIFT	3	2.9	11530	9.0
10 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	2	1.9	218	0.2
11 OTHER	7	6.8	7130	5.5
TOTAL	103	100.0	128563	100.0
FIELD 8-17 THIRD SHIFT PREMIUM				
0 NO PROVISION	26	25.2	31336	24.4
1 LESS THAN 20 CENTS PER HOUR	1	1.0	160	0.1
2 20 - 29 CENTS PER HOUR	4	3.9	3360	2.6
3 30 - 49 CENTS PER HOUR	17	16.5	42017	32.7
4 50 - 74 CENTS PER HOUR	16	15.5	8584	6.7
5 75 - $1.00 PER HOUR	6	5.8	7172	5.6
6 MORE THAN $1.00 PER HOUR	8	7.8	4227	3.3
7 1/2 HOUR'S PAY PER SHIFT	-	-	-	-
8 ONE HOUR'S PAY PER SHIFT	2	1.9	1200	0.9
9 TWO HOUR'S PAY PER SHIFT	4	3.9	8225	6.4
10 PERCENTAGE OF HOURLY WAGE RATE	8	7.8	4151	3.2
11 FLAT AMOUNT PER SHIFT	3	2.9	11530	9.0
12 FLAT AMOUNT PER SHIFT PLUS HOURLY DIFFERENTIAL	2	1.9	218	0.2
13 OTHER	6	5.8	6303	4.9
TOTAL	103	100.0	128563	100.0
FIELD 8-18 SPLIT SHIFT DIFFERENTIAL				
0 NO PROVISION	89	86.4	110032	85.6
1 LESS THAN 20 CENTS	-	-	-	-
2 20 - 29 CENTS PER HOUR	-	-	-	-
3 30 - 49 CENTS PER HOUR	-	-	-	-
4 50 - 75 CENTS PER HOUR	-	-	-	-
5 MORE THAN 75 CENTS PER HOUR	-	-	-	-
6 ONE HOUR'S PAY PER SHIFT	4	3.9	11700	9.1
7 FLAT AMOUNT PER SHIFT	1	1.0	255	0.2
8 SPLIT SHIFT PROHIBITED	6	5.8	6002	4.7
9 OTHER	3	2.9	574	0.4
TOTAL	103	100.0	128563	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-19 MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR				
0 NO PROVISION	86	83.5	100219	78.0
1 PROVISION	17	16.5	28344	22.0
TOTAL	103	100.0	128563	100.0
FIELD 8-20 ISOLATION/NORTHERN ALLOWANCE				
0 NO PROVISION	96	93.2	122410	95.2
1 PROVISION	7	6.8	6153	4.8
TOTAL	103	100.0	128563	100.0

SECTION 9 - PAID HOLIDAYS

FIELD 9-01 NUMBER OF PAID HOLIDAYS (STATUTORY AND FLOATING PER YEAR)				
0 NO PROVISION	4	3.9	6018	4.7
1 EIGHT DAYS OR LESS	-	-	-	-
2 NINE DAYS	-	-	-	-
3 TEN DAYS	9	8.7	2988	2.3
4 ELEVEN DAYS	53	51.5	64581	50.8
5 TWELVE DAYS	20	19.4	12504	9.7
6 THIRTEEN DAYS	7	6.8	1376	1.1
7 FOURTEEN DAYS	8	7.8	20475	15.9
8 FIFTEEN DAYS	-	-	-	-
9 SIXTEEN DAYS OR MORE	-	-	-	-
10 OTHER	2	1.9	621	0.5
TOTAL	103	100.0	128563	100.0
FIELD 9-02 REQUIREMENTS TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	30	29.1	36812	28.6
1 MINIMUM LENGTH OF SERVICE	7	6.8	17037	13.3
2 WORK ON SCHEDULED DAY BEFORE HOLIDAY	-	-	-	-
3 WORK ON SCHEDULED DAY AFTER HOLIDAY	-	-	-	-
4 WORK SCHEDULED BOTH DAY BEFORE AND DAY AFTER HOLIDAY	12	11.7	13363	10.4
5 WORK SCHEDULED EITHER DAY BEFORE OR DAY AFTER HOLIDAY	3	2.9	913	0.7
6 MINIMUM LENGTH OF SERVICE PLUS 2, 3, 4 OR 5	43	41.7	56000	43.6
7 OTHER	8	7.8	4438	3.5
TOTAL	103	100.0	128563	100.0
FIELD 9-03 MINIMUM LENGTH OF SERVICE TO QUALIFY FOR PAID HOLIDAY				
0 NO PROVISION	43	41.7	52259	40.6
1 LESS THAN ONE MONTH	9	8.7	17948	14.0
2 ONE MONTH	27	26.2	39147	30.4
3 TWO MONTHS	1	1.0	180	0.1
4 MORE THAN TWO MONTHS	1	1.0	4000	3.1
5 DESIGNATED NUMBER OF SHIFTS OR HOURS	16	15.5	12903	10.0
6 OTHER	6	5.8	2126	1.7
TOTAL	103	100.0	128563	100.0

PRIVATE SECTOR

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 9-04 PREMIUM RATE ON A SCHEDULED HOLIDAY				
0 NO PROVISION	8	7.8	7959	6.2
1 ANOTHER DAY OFF	2	1.9	460	0.4
2 1 1/2 X FOR HOURS WORKED PLUS EITHER HOLIDAY PAY OR ANOTHER DAY OFF	20	19.4	55241	43.0
3 2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	60	58.3	51075	39.7
4 2 1/2 X FOR HOURS WORKED PLUS HOLIDAY PAY OR ANOTHER DAY OFF	3	2.9	5450	4.2
5 OTHER	10	9.7	8378	6.5
TOTAL	103	100.0	128563	100.0
FIELD 9-05 PAID HOLIDAY FALLING ON SCHEDULED DAY OFF				
0 NO PROVISION	21	20.4	24192	18.8
1 ANOTHER PAID DAY OFF SUCH AS PRECEDING FRIDAY, FOLLOWING MONDAY	65	63.1	99363	77.3
2 AN EXTRA DAY'S PAY	4	3.9	724	0.6
3 1 OR 2	11	10.7	3827	3.0
4 OTHER	2	1.9	455	0.4
TOTAL	103	100.0	128563	100.0
FIELD 9-06 PAID HOLIDAY FALLING WITHIN VACATION				
0 NO PROVISION	40	38.8	83111	64.6
1 ANOTHER PAID DAY OFF	43	41.7	27782	21.6
2 ANOTHER DAY'S PAY	6	5.8	1093	0.9
3 1 OR 2	14	13.6	16577	12.9
4 NOT GRANTED	-	-	-	-
TOTAL	103	100.0	128563	100.0

SECTION 10 - PAID ANNUAL VACATION

FIELD 10-01 VACATION IN FIRST YEAR OF EMPLOYMENT				
0 NO PROVISION	48	46.6	83920	65.3
1 TAKES ALL OF VACATION EARNED FOR FULL YEAR'S SERVICE	1	1.0	600	0.5
2 ONE WEEK AFTER 6 MONTHS	4	3.9	821	0.6
3 GRADUATED ACCORDING TO LENGTH OF SERVICE	39	37.9	35273	27.4
4 OTHER	11	10.7	7949	6.2
TOTAL	103	100.0	128563	100.0
FIELD 10-02 MAXIMUM ANNUAL PAID VACATION				
0 NO PROVISION	6	5.8	16091	12.5
1 TWO WEEKS	-	-	-	-
2 THREE WEEKS	8	7.8	15876	12.3
3 FOUR WEEKS	8	7.8	3094	2.4
4 FIVE WEEKS	21	20.4	19063	14.8
5 SIX WEEKS	36	35.0	26844	20.9
6 SEVEN WEEKS	14	13.6	41774	32.5
7 EIGHT WEEKS	2	1.9	479	0.4
8 OTHER	8	7.8	5342	4.2
TOTAL	103	100.0	128563	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-03 YEARS OF SERVICE FOR THREE WEEKS PAID VACATION				
0 NO PROVISION	6	5.8	16091	12.5
1 MINIMUM GREATER THAN THREE WEEKS	1	1.0	467	0.4
2 ONE YEAR OF SERVICE	19	18.4	18586	14.5
3 TWO YEARS	20	19.4	59187	46.0
4 THREE YEARS	36	35.0	22395	17.4
5 FOUR YEARS	10	9.7	4959	3.9
6 FIVE YEARS	10	9.7	6378	5.0
7 SIX YEARS	-	-	-	-
8 NOT SPECIFIED, CANNOT DETERMINE	1	1.0	500	0.4
9 OTHER	-	-	-	-
TOTAL	103	100.0	128563	100.0
FIELD 10-04 YEARS OF SERVICE FOR FOUR WEEKS PAID VACATION				
0 NO PROVISION	16	15.5	32707	25.5
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	1	1.0	112	0.1
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	7	6.8	3144	2.4
6 SIX YEARS	3	2.9	742	0.6
7 SEVEN YEARS	17	16.5	51614	40.1
8 EIGHT YEARS	16	15.5	10146	7.9
9 NINE YEARS	14	13.6	5369	4.2
10 TEN YEARS	24	23.3	23373	18.2
11 ELEVEN YEARS	1	1.0	467	0.4
12 TWELVE YEARS	2	1.9	513	0.4
13 THIRTEEN YEARS	1	1.0	120	0.1
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	1	1.0	196	0.2
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	103	100.0	128563	100.0

PRIVATE SECTOR

FIELD 10-05 YEARS OF SERVICE FOR FIVE WEEKS PAID VACATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
0 NO PROVISION	25	24.3	36561	28.4
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	1	1.0	1358	1.1
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	5	4.9	1003	1.2
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	1	1.0	99	0.1
12 TWELVE YEARS	3	2.9	1093	0.9
13 THIRTEEN YEARS	8	7.8	4061	3.2
14 FOURTEEN YEARS	24	23.3	44318	34.5
15 FIFTEEN YEARS	5	4.9	3589	2.8
16 SIXTEEN YEARS	3	2.9	725	0.6
17 SEVENTEEN YEARS	9	8.7	7710	6.0
18 EIGHTEEN YEARS	2	1.9	255	0.2
19 NINETEEN YEARS	17	16.5	27191	21.1
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY YEARS	-	-	-	-
TOTAL	103	100.0	128503	100.0

FIELD 10-06 YEARS OF SERVICE FOR SIX WEEKS PAID VACATION

0 NO PROVISION	51	49.5	59401	46.3
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	1	1.0	270	0.2
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	1	1.0	130	0.1
17 SEVENTEEN YEARS	5	4.9	4451	3.5
18 EIGHTEEN YEARS	1	1.0	800	0.6
19 NINETEEN YEARS	16	15.5	5337	4.2
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	4	3.9	1324	1.0
22 TWENTY-TWO YEARS	2	1.9	802	0.6
23 TWENTY-THREE YEARS	6	5.8	36131	28.1
24 TWENTY-FOUR YEARS	7	6.8	11952	9.3
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	5	4.9	5945	4.6
28 TWENTY-EIGHT YEARS	1	1.0	150	0.1
29 TWENTY-NINE YEARS	3	2.9	1810	1.4
30 THIRTY YEARS	-	-	-	-
TOTAL	103	100.0	128503	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 10-07 YEARS OF SERVICE FOR SEVEN WEEKS PAID VACATION				
0 NO PROVISION	86	83.5	86035	66.9
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 SEVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	2	1.9	993	0.8
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	4	3.9	3370	2.6
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	2	1.9	655	0.5
30 THIRTY OR MORE YEARS	9	8.7	37490	29.2
TOTAL	103	100.0	128563	100.0
FIELD 10-08 YEARS OF SERVICE FOR EIGHT WEEKS PAID VACATION				
0 NO PROVISION	100	97.1	127829	99.4
1 ONE YEAR OF SERVICE	-	-	-	-
2 TWO YEARS	-	-	-	-
3 THREE YEARS	-	-	-	-
4 FOUR YEARS	-	-	-	-
5 FIVE YEARS	-	-	-	-
6 SIX YEARS	-	-	-	-
7 SEVEN YEARS	-	-	-	-
8 EIGHT YEARS	-	-	-	-
9 NINE YEARS	-	-	-	-
10 TEN YEARS	-	-	-	-
11 ELEVEN YEARS	-	-	-	-
12 TWELVE YEARS	-	-	-	-
13 THIRTEEN YEARS	-	-	-	-
14 FOURTEEN YEARS	-	-	-	-
15 FIFTEEN YEARS	-	-	-	-
16 SIXTEEN YEARS	-	-	-	-
17 EVENTEEN YEARS	-	-	-	-
18 EIGHTEEN YEARS	-	-	-	-
19 NINETEEN YEARS	-	-	-	-
20 TWENTY YEARS	-	-	-	-
21 TWENTY-ONE YEARS	-	-	-	-
22 TWENTY-TWO YEARS	-	-	-	-
23 TWENTY-THREE YEARS	-	-	-	-
24 TWENTY-FOUR YEARS	-	-	-	-
25 TWENTY-FIVE YEARS	-	-	-	-
26 TWENTY-SIX YEARS	-	-	-	-
27 TWENTY-SEVEN YEARS	-	-	-	-
28 TWENTY-EIGHT YEARS	-	-	-	-
29 TWENTY-NINE YEARS	-	-	-	-
30 THIRTY OR MORE YEARS	3	2.9	734	0.6
TOTAL	103	100.0	128563	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-09 ANNUAL VACATION PAY				
0 NO PROVISION	5	4.9	7109	5.5
1 REGULAR PAY	22	21.4	25813	20.1
2 PERCENTAGE OF YEARLY GROSS EARNINGS	46	44.7	50574	39.3
3 1 OR 2, WHICHEVER IS GREATER	28	27.2	44792	34.8
4 OTHER	2	1.9	275	0.2
TOTAL	103	100.0	128563	100.0
FIELD 10-10 VACATION CARRY-OVER				
0 NO PROVISION	63	61.2	87729	68.2
1 WITH LIMITATIONS	15	14.6	17320	13.5
2 WITHOUT LIMITATIONS	-	-	-	-
3 NOT ALLOWED	23	22.3	23049	17.9
4 OTHER	2	1.9	465	0.4
TOTAL	103	100.0	128563	100.0
FIELD 10-11 SPECIAL EXTENDED VACATIONS				
0 NO PROVISION	84	81.6	114154	88.8
1 EXTENDED VACATION AT CERTAIN TIMES OF THE YEAR	1	1.0	350	0.3
2 EXTENDED VACATION IN DESIGNATED YEARS OF SERVICE	11	10.7	9790	7.6
3 OTHER	7	6.8	4269	3.3
TOTAL	103	100.0	128563	100.0
SECTION 11 - LEAVE OF ABSENCE PROVISIONS				
FIELD 11-01 BEREAVEMENT LEAVE (IMMEDIATE FAMILY)				
0 NO PROVISION	15	14.6	18504	14.4
1 ONE DAY	-	-	-	-
2 TWO DAYS	2	1.9	430	0.3
3 THREE DAYS	59	57.3	72173	56.1
4 FOUR DAYS	4	3.9	2256	1.8
5 FIVE DAYS	4	3.9	12019	9.3
6 LEAVE VARIES DEPENDING ON CIRCUMSTANCES	14	13.6	5163	4.0
7 LEAVE MENTIONED BUT LENGTH NOT SPECIFIED	4	3.9	14813	11.5
8 OTHER	1	1.0	140	0.1
TOTAL	103	100.0	128563	100.0
FIELD 11-02 LEAVE FOR COURT OR JURY DUTY				
0 NO PROVISION	21	20.4	34806	27.1
1 PROVISION FOR FULL REGULAR PAY	82	79.6	93757	72.9
2 OTHER (NOT SPECIFIED OR LESS THAN FULL REGULAR PAY)	-	-	-	-
TOTAL	103	100.0	128563	100.0
FIELD 11-03 LEAVE FOR UNION BUSINESS (OTHER THAN HANDLING OF GRIEVANCES)				
0 NO PROVISION	29	28.2	40114	31.2
1 PAID LEAVE	2	1.9	1544	1.2
2 UNPAID LEAVE	51	49.5	74023	57.6
3 PAID OR UNPAID LEAVE - DEPENDS ON CIRCUMSTANCES	20	19.4	12341	9.6
4 OTHER	1	1.0	543	0.4
TOTAL	103	100.0	128563	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 11-04 PAID LEAVE: MARRIAGE				
0 NO PROVISION	99	96.1	117020	91.0
1 PROVISION EXISTS, BUT IS NOT SPECIFIED	1	1.0	294	0.2
2 ONE DAY	1	1.0	11000	8.6
3 TWO DAYS	-	-	-	-
4 THREE DAYS	1	1.0	99	0.1
5 FOUR DAYS	-	-	-	-
6 FIVE DAYS	1	1.0	150	0.1
7 OTHER	-	-	-	-
TOTAL	103	100.0	128563	100.0
FIELD 11-05 ELIGIBILITY FOR MATERNITY LEAVE				
0 NO PROVISION	96	93.2	124330	96.7
1 ONE MONTHS' SERVICE	-	-	-	-
2 TWO TO SIX MONTHS' SERVICE	1	1.0	99	0.1
3 MORE THAN SIX MONTHS	2	1.9	610	0.5
4 OTHER	4	3.9	3524	2.7
TOTAL	103	100.0	128563	100.0
FIELD 11-06 MATERNITY LEAVE: MAXIMUM DURATION (BASIC LEAVE)				
0 NO PROVISION	49	47.6	77446	60.2
1 17 WEEKS	6	5.8	3929	3.1
2 18 WEEKS	16	15.5	8789	6.8
3 19 - 25 WEEKS	10	9.7	8421	6.6
4 26 WEEKS	4	3.9	1192	0.9
5 27 - 52 WEEKS	5	4.9	3890	3.0
6 VARIES ACCORDING TO LENGTH OF SERVICE	-	-	-	-
7 NOT SPECIFIED, CANNOT DETERMINE	7	6.8	12448	9.7
8 OTHER	6	5.8	12448	9.7
TOTAL	103	100.0	128563	100.0
FIELD 11-07 MATERNITY LEAVE WITH PAY				
0 NO PROVISION	99	96.1	126014	98.0
1 WEEKLY INDEMNITY OR GROUP INSURANCE PLAN	-	-	-	-
2 USE OF SICK LEAVE	-	-	-	-
3 LEAVE OF ABSENCE, NO PAY LOSS	-	-	-	-
4 OTHER	4	3.9	2549	2.0
TOTAL	103	100.0	128563	100.0
FIELD 11-08 SENIORITY DURING MATERNITY LEAVE				
0 NO PROVISION	63	61.2	95109	74.0
1 SENIORITY RETAINED	15	14.6	6568	5.1
2 SENIORITY ACCUMULATED	17	16.5	12003	9.3
3 NOT MENTIONED IF SENIORITY RETAINED OR ACCUMMULATED	7	6.8	14403	11.2
4 SENIORITY ACCUMULATED UP TO CERTAIN PERIOD, THEN RETAINED	-	-	-	-
5 OTHER	1	1.0	400	0.3
TOTAL	103	100.0	128563	100.0
FIELD 11-09 PAID LEAVE: PATERNITY				
0 NO PROVISION	89	86.4	122607	95.4
1 NOT SPECIFIC	-	-	-	-
2 ONE DAY	3	2.9	524	0.4
3 TWO DAYS	1	1.0	100	0.1
4 THREE DAYS	-	-	-	-
5 FOUR DAYS	2	1.9	340	0.3
6 FIVE DAYS	-	-	-	-
7 OTHER	8	7.8	4932	3.8
TOTAL	103	100.0	128563	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 11-10 LEAVE - ADOPTION				
0 NO PROVISION	91	88.3	124765	97.0
1 PAID LEAVE	1	1.0	851	0.7
2 UNPAID LEAVE	10	9.7	2717	2.1
3 OTHER	1	1.0	230	0.2
TOTAL	103	100.0	128563	100.0
FIELD 11-11 LEAVE: EDUCATION				
0 NO PROVISION	82	79.6	74056	57.6
1 LEAVE WITH FULL PAY	3	2.9	1549	1.2
2 LEAVE WITH PARTIAL PAY	-	-	-	-
3 LEAVE WITHOUT PAY	15	14.6	51705	40.2
4 LEAVE PROVIDED, BUT NOT SPECIFIED WITH OR WITHOUT PAY	1	1.0	110	0.1
5 OTHER	2	1.9	1143	0.9
TOTAL	103	100.0	128563	100.0
FIELD 11-12 SICK FAMILY MEMBER CARE LEAVE				
0 NO PROVISION	97	94.2	116556	90.7
1 ONE DAY	-	-	-	-
2 TWO DAYS	-	-	-	-
3 THREE DAYS	-	-	-	-
4 FOUR DAYS	-	-	-	-
5 FIVE DAYS	1	1.0	99	0.1
6 PROVIDED FOR, BUT DEDUCTED FROM SICK LEAVE	1	1.0	150	0.1
7 OTHER	4	3.9	11756	9.1
TOTAL	103	100.0	128563	100.0
FIELD 11-13 MAINTENANCE OF BENEFITS ON LIMITED LAYOFFS OR LEAVE OF ABSENCE				
0 NO PROVISION	61	59.2	77250	60.1
1 EMPLOYEE TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	8	7.8	3969	3.1
2 EMPLOYEE PARTIALLY RESPONSIBLE (MAKE UP CONTRIBUTION DURING OR AFTER ABSENCE)	7	6.8	4053	3.6
3 EMPLOYER TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	4	3.9	1630	1.3
4 MENTIONED BUT NOT SPECIFIED	2	1.9	410	0.3
5 OTHER	21	20.4	40645	31.6
TOTAL	103	100.0	128563	100.0
FIELD 11-14 PERSONAL LEAVE OF ABSENCE (UNPAID)				
0 NO PROVISION	20	19.4	34517	26.8
1 PROVISION	83	80.6	94046	73.2
TOTAL	103	100.0	128563	100.0

SECTION 12 - HEALTH AND WELFARE PROVISIONS

FIELD 12-01 TYPE OF HEALTH AND WELFARE COVERAGE				
0 NO PROVISION	6	5.8	1196	0.9
1 HEALTH AND WELFARE FUND	26	25.2	43571	33.9
2 SERIES OF PLANS	67	65.0	75546	58.8
3 OTHER	4	3.9	8250	6.4
TOTAL	103	100.0	128563	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-02 SERVICE REQUIREMENT TO QUALIFY FOR HEALTH AND WELFARE				
0 NO PROVISION	49	47.6	58193	45.3
1 IMMEDIATELY ON BEING EMPLOYED	4	3.9	3889	3.0
2 ONE MONTH	3	2.9	1310	1.0
3 THREE MONTHS	3	2.9	772	0.6
4 SIX MONTHS	1	1.0	99	0.1
5 ONE YEAR	-	-	-	-
6 VARIES ACCORDING TO PARTICULAR BENEFIT	31	30.1	57123	44.4
7 OTHER	12	11.7	7177	5.6
TOTAL	103	100.0	128563	100.0
FIELD 12-03 EMPLOYER CONTRIBUTION TO HEALTH AND WELFARE FUND				
0 NO HEALTH AND WELFARE FUND	75	73.8	85830	66.8
1 LESS THAN 20 CENTS PER HOUR	-	-	-	-
2 20 - 29 CENTS PER HOUR	2	1.9	3000	2.3
3 30 - 39 CENTS PER HOUR	1	1.0	851	0.7
4 40 - 49 CENTS PER HOUR	5	4.9	10890	8.5
5 50 - 74 CENTS PER HOUR	2	1.9	662	0.5
6 75 CENTS - $1.00 PER HOUR	6	5.8	10875	8.5
7 MORE THAN $1.00 PER HOUR	5	4.9	10250	8.0
8 FUND MENTIONED BUT AMOUNT NOT SPECIFIED	1	1.0	130	0.1
9 OTHER	5	4.9	6075	4.7
TOTAL	103	100.0	128563	100.0
FIELD 12-04 EMPLOYER CONTRIBUTION TO BASIC HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	10	9.7	6715	5.2
1 100% OF PREMIUM	60	58.3	64292	50.0
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	2	1.9	3000	2.3
3 75% OF PREMIUM	1	1.0	11000	8.6
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	3	2.9	1666	1.3
5 50% OF PREMIUM	6	5.8	5629	2.8
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	1.0	110	0.1
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	19	18.4	38037	29.6
10 OTHER	1	1.0	120	0.1
TOTAL	103	100.0	128563	100.0
FIELD 12-05 EMPLOYER CONTRIBUTION TO EXTENDED HEALTH INSURANCE PLAN				
0 PLAN NOT MENTIONED IN AGREEMENT	20	19.4	10633	8.3
1 100% OF PREMIUM	55	53.4	63658	49.5
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	2	1.9	3000	2.3
3 75% OF PREMIUM	1	1.0	11000	8.6
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	3	2.9	1666	1.3
5 50% OF PREMIUM	1	1.0	100	0.1
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	1	1.0	225	0.2
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	20	19.4	38287	29.8
10 OTHER	-	-	-	-
TOTAL	103	100.0	128563	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-06 TYPE OF PAID SICK LEAVE				
0 PLAN NOT MENTIONED IN AGREEMENT	32	31.1	47072	36.6
1 FLAT ALLOWANCE (IN TIME PER MONTH, YEAR, ETC.)	12	11.7	7761	6.0
2 GRADUATED ALLOWANCE ACCORDING TO SERVICE	-	-	-	-
3 ALLOWANCE PER DISABILITY	1	1.0	851	0.7
4 FLAT AMOUNT IN LIEU OF SICK PAY (E.G.$3 PER MONTH)	-	-	-	-
5 WEEKLY INDEMNITY PLAN	27	26.2	63154	49.1
6 BOTH SICK LEAVE AND WEEKLY INDEMNITY PLAN	27	26.2	9023	7.0
7 OTHER	4	3.9	702	0.5
TOTAL	103	100.0	128563	100.0
FIELD 12-07 NUMBER OF DAYS PAID SICK LEAVE PER YEAR				
0 NO PROVISION	62	60.2	110771	86.2
1 ONE TO SIX DAYS	17	16.5	4724	3.7
2 SEVEN TO TWELVE DAYS	10	9.7	4756	3.7
3 THIRTEEN TO FIFTEEN DAYS	2	1.9	2209	1.7
4 SIXTEEN TO EIGHTEEN DAYS	1	1.0	110	0.1
5 NINETEEN OR MORE DAYS	1	1.0	1506	1.2
6 VARIES WITH LENGTH OF SERVICE	2	1.9	332	0.3
7 OTHER	8	7.8	4111	3.2
TOTAL	103	100.0	128563	100.0
FIELD 12-08 MAXIMUM ACCUMULATION OF UNUSED PAID SICK LEAVE				
0 NO PROVISION	74	71.8	114928	89.4
1 30 DAYS OR LESS	13	12.6	5740	4.5
2 31 TO 90 DAYS	5	4.9	1903	1.5
3 91 TO 120 DAYS	1	1.0	110	0.1
4 121 TO 150 DAYS	-	-	-	-
5 151 TO 200 DAYS	1	1.0	1356	1.1
6 201 TO 250 DAYS	-	-	-	-
7 MORE THAN 250 DAYS, BUT LIMITED	-	-	-	-
8 UNLIMITED ACCUMULATION	1	1.0	88	0.1
9 OTHER	8	7.8	4436	3.5
TOTAL	103	100.0	128563	100.0
FIELD 12-09 CONVERSION OF UNUSED SICK LEAVE				
0 NO PROVISION	82	79.6	121575	94.6
1 ANNUAL CONVERSION TO CASH OR DAYS OFF	5	4.9	989	0.8
2 FULL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	-	-	-	-
3 PARTIAL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT OR TERMINATION	2	1.9	1360	1.1
4 COMBINATION	5	4.9	1533	1.2
5 OTHER	9	8.7	3106	2.4
TOTAL	103	100.0	128563	100.0
FIELD 12-10 EMPLOYER CONTRIBUTION TO SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	46	44.7	52809	41.1
1 100% OF PREMIUM	42	40.8	55519	43.2
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	5	4.9	2429	1.9
5 50% OF PREMIUM	1	1.0	100	0.1
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	9	8.7	17706	13.8
9 OTHER	-	-	-	-
TOTAL	103	100.0	128563	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-11 MAXIMUM PERIOD OF SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	42	40.8	51599	40.1
1 LESS THAN 12 WEEKS	-	-	-	-
2 13 WEEKS	-	-	-	-
3 26 WEEKS	16	15.5	9431	7.3
4 39 WEEKS	3	2.9	829	0.6
5 52 WEEKS	19	18.4	42746	33.2
6 VARIES ACCORDING TO LENGTH OF SERVICE	2	1.9	12740	9.9
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	16	15.5	9198	7.2
8 OTHER	5	4.9	2020	1.6
TOTAL	103	100.0	128563	100.0
FIELD 12-12 MAXIMUM AMOUNT OF SICKNESS WEEKLY INDEMNITY				
0 NO PROVISION	41	39.8	51479	40.0
1 $100 OR LESS	-	-	-	-
2 $101 TO $150 PER WEEK	-	-	-	-
3 $151 TO $200 PER WEEK	1	1.0	500	0.4
4 MORE THAN $200 PER WEEK	23	22.3	47156	36.7
5 PERCENTAGE OF EARNINGS	22	21.4	20773	16.2
6 EQUAL TO MAXIMUM UNEMPLOYMENT INSURANCE BENEFIT	2	1.9	587	0.5
7 VARIES ACCORDING TO EARNINGS	4	3.9	982	0.8
8 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	10	9.7	7084	5.5
9 OTHER	-	-	-	-
TOTAL	103	100.0	128563	100.0
FIELD 12-13 LONG-TERM INCOME CONTINUANCE INSURANCE PLAN				
0 NO PROVISION	62	60.2	73054	56.8
1 PROVISION	41	39.8	55509	43.2
TOTAL	103	100.0	128563	100.0
FIELD 12-14 EMPLOYER CONTRIBUTION TO LIFE INSURANCE PLAN				
0 NO PROVISION	15	14.6	10515	8.2
1 100% OF PREMIUM	56	54.4	62023	48.2
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	3	2.9	1660	1.3
5 50% OF PREMIUM	2	1.9	280	0.2
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	6	5.8	15573	12.1
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	21	20.4	38512	30.0
9 OTHER	-	-	-	-
TOTAL	103	100.0	128563	100.0
FIELD 12-15 AMOUNT OF LIFE INSURANCE BENEFITS				
0 NO PROVISION	15	14.6	10515	8.2
1 $5,000 OR LESS	-	-	-	-
2 $5,001 TO $10,000	5	4.9	1816	1.4
3 $10,001 TO $15,000	4	3.9	852	0.7
4 $15,001 TO $20,000	7	6.8	3492	2.7
5 MORE THAN $20,000	23	22.3	46280	36.0
6 VARIES ACCORDING TO EARNINGS	18	17.5	10030	7.8
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	10	9.7	17066	13.3
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	21	20.4	38512	30.0
9 OTHER	-	-	-	-
TOTAL	103	100.0	128563	100.0

PRIVATE SECTOR

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-16 EMPLOYER CONTRIBUTION TO ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	31	30.1	23202	18.0
1 100% OF PREMIUM	41	39.8	50023	38.9
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	-	-	-	-
3 75% OF PREMIUM	-	-	-	-
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	3	2.9	1660	1.3
5 50% OF PREMIUM	1	1.0	100	0.1
6 LESS THAN 50% OF PREMIUM	-	-	-	-
7 FLAT AMOUNT	-	-	-	-
8 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	3	2.9	11215	8.7
9 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	24	23.3	42363	33.0
10 OTHER	-	-	-	-
TOTAL	103	100.0	128563	100.0
FIELD 12-17 MAXIMUM AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE				
0 NO PROVISION	31	30.1	23202	18.0
1 $5,000 OR LESS	1	1.0	113	0.1
2 $5,001 TO $10,000	5	4.9	1810	1.4
3 $10,001 TO $15,000	4	3.9	852	0.7
4 $15,001 TO $20,000	6	5.8	3142	2.4
5 MORE THAN $20,000	20	19.4	42936	33.4
6 VARIES ACCORDING TO EARNINGS	7	6.8	2300	1.8
7 PLAN MENTIONED BUT AMOUNT NOT SPECIFIED	5	4.9	11773	9.2
8 HEALTH AND WELFARE FUND MENTIONED, BUT INDIVIDUAL BENEFITS NOT SPECIFIED	24	23.3	42363	33.0
9 OTHER	-	-	-	-
TOTAL	103	100.0	128563	100.0
FIELD 12-18 EMPLOYER CONTRIBUTION TO DENTAL PLAN				
0 NO PROVISION	13	12.6	8641	6.7
1 100% OF PREMIUM	48	46.6	58712	45.7
2 LESS THAN 100% BUT MORE THAN 75% OF PREMIUM	3	2.9	5255	2.5
3 75% OF PREMIUM	2	1.9	853	0.7
4 LESS THAN 75% BUT MORE THAN 50% OF PREMIUM	3	2.9	1660	1.3
5 50% OF PREMIUM	7	6.8	3100	2.4
6 FLAT AMOUNT	-	-	-	-
7 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	5	4.9	12975	10.1
8 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	22	21.4	39363	30.6
9 OTHER	-	-	-	-
TOTAL	103	100.0	128563	100.0
FIELD 12-19 TYPE OF DENTAL WORK COVERED				
0 NO PROVISION	13	12.6	8641	6.7
1 BASIC (A)	1	1.0	255	0.2
2 BASIC AND EXTENDED (A AND B)	15	14.6	8521	6.6
3 BASIC AND ORTHODONTICS (A AND C)	-	-	-	-
4 BASIC AND EXTENDED AND ORTHODONTICS (A, B AND C)	39	37.9	65701	51.2
5 PLAN MENTIONED BUT DETAILS NOT SPECIFIED	12	11.7	5909	4.6
6 HEALTH AND WELFARE FUND MENTIONED BUT INDIVIDUAL BENEFITS NOT SPECIFIED	22	21.4	39363	30.6
7 OTHER	1	1.0	113	0.1
TOTAL	103	100.0	128563	100.0
FIELD 12-20 AVAILABILITY OF PENSION FUND				
0 NO PROVISION	34	33.0	45329	35.3
1 PROVISION	69	67.0	83234	64.7
TOTAL	103	100.0	128563	100.0

	PRIVATE SECTOR			
	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 12-21 ADMINISTRATION OF PENSION FUND				
0 NO PROVISION	50	48.5	56517	44.0
1 UNION	17	16.5	23374	18.2
2 MANAGEMENT	13	12.6	5846	4.5
3 JOINT UNION MANAGEMENT ADMINISTRATION	14	13.6	25190	19.6
4 ADMINISTERED BY SEPARATE TRUSTEES	-	-	-	-
5 MUNICIPAL/PROVINCIAL GOVERNMENT	-	-	-	-
6 OTHER	9	8.7	17636	13.7
TOTAL	103	100.0	128563	100.0
FIELD 12-22 RETIREMENT AGE PRACTICES				
0 NO PROVISION	78	75.7	101379	78.9
1 PROVISION	25	24.3	27184	21.1
TOTAL	103	100.0	128563	100.0

SECTION 13 - GRIEVANCE AND ARBITRATION PROCEDURES

FIELD 13-01 INITIAL PRESENTATION OF GRIEVANCE TO MANAGEMENT				
0 NO PROVISION	2	1.9	24280	18.9
1 BY EMPLOYEE WITHOUT UNION REPRESENTATIVE PRESENT	10	9.7	14121	11.0
2 BY EMPLOYEE WITH UNION REPRESENTATIVE	20	19.4	7884	6.1
3 BY EMPLOYEE CHOICE OF WITH OR WITHOUT UNION REPRESENTATIVE	47	45.6	45058	35.0
4 BY UNION REPRESENTATIVE	10	9.7	19191	14.9
5 BY GRIEVANCE COMMITTEE	4	3.9	6546	5.1
6 BY WRITTEN NOTICE	5	4.9	6333	4.9
7 BY ONE OF SEVERAL ALTERNATIVE PROCEDURES	3	2.9	4720	3.7
8 OTHER	2	1.9	430	0.3
TOTAL	103	100.0	128563	100.0
FIELD 13-02 LENGTH OF TIME TO INITIATE GRIEVANCE				
0 NO PROVISION	22	21.4	44714	34.8
1 72 HOURS OR LESS	1	1.0	467	0.4
2 FIVE DAYS	9	8.7	3994	3.1
3 ONE WEEK	12	11.7	7276	5.7
4 TEN DAYS	12	11.7	13909	10.8
5 TWO WEEKS	6	5.8	12549	9.8
6 THREE WEEKS	-	-	-	-
7 ONE MONTH	16	15.5	19221	15.0
8 TWO MONTHS	-	-	-	-
9 VARIES BY TYPE OF GRIEVANCE	11	10.7	15965	12.4
10 OTHER	14	13.6	10448	8.1
TOTAL	103	100.0	128563	100.0
FIELD 13-03 ACCELERATED PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES				
0 NO PROVISION	61	59.2	97391	75.8
1 PROVISION	42	40.8	31172	24.2
TOTAL	103	100.0	128563	100.0
FIELD 13-04 STATUS QUO ANTE IN DISCIPLINE CASES				
0 NO PROVISION	99	96.1	126923	98.7
1 PROVISION	4	3.9	1640	1.3
TOTAL	103	100.0	126563	100.0

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 13-05 CLEARING AN EMPLOYEE RECORD IN DISCIPLINARY CASES				
0 NO PROVISION	81	78.6	116008	92.4
1 PROVISION	22	21.4	9755	7.6
TOTAL	103	100.0	126563	100.0
FIELD 13-06 COMPENSATION BY EMPLOYER FOR GRIEVANCE WORK TO UNION REPRESENTATIVES				
0 NO PROVISION	79	76.7	100230	79.0
1 PROVISION	24	23.3	28333	22.0
TOTAL	103	100.0	126563	100.0
FIELD 13-07 ARBITRATION				
0 AS REQUIRED BY LEGISLATION	4	3.9	29760	23.2
1 SINGLE ARBITRATOR	23	22.3	16844	13.1
2 PERMANENT UMPIRE (NAMED)	10	9.7	4218	3.3
3 TRIPARTITE BOARD	37	35.9	38329	29.8
4 ARBITRATION COMMITTEE OF MORE THAN 3 PEOPLE	-	-	-	-
5 CHOICE OF ALTERNATIVES	28	27.2	38892	30.1
6 OTHER	1	1.0	700	0.5
TOTAL	103	100.0	126563	100.0
FIELD 13-08 OFFICER APPOINTMENT BY LABOUR RELATIONS BOARD UNDER SECTION 96 OF THE LABOUR CODE				
0 NOT PROHIBITED (OR NO MENTION)	86	83.5	106896	84.7
1 SPECIFICALLY PROHIBITED BY THE AGREEMENT	17	16.5	19667	15.3
TOTAL	103	100.0	126563	100.0
FIELD 13-09 REFERENCE TO SECTION 112 LABOUR CODE, SHARE OF COST OF GRIEVANCE RECOMMENDATIONS				
0 NO PROVISION	90	87.4	109717	85.3
1 PROVISION	13	12.6	16846	14.7
TOTAL	103	100.0	126563	100.0

SECTION 14 - OCCUPATIONAL SAFETY AND HEALTH

FIELD 14-01 OCCUPATIONAL SAFETY AND HEALTH				
0 NO PROVISION	25	24.3	23173	18.0
1 JOINT SAFETY COMMITTEE	75	72.8	94111	73.2
2 OTHER	3	2.9	11279	8.8
TOTAL	103	100.0	126563	100.0
FIELD 14-02 SAFETY COMMITTEE FUNCTIONS				
0 NO SAFETY COMMITTEE PROVISION	27	26.2	23452	18.2
1 SAFETY COMMITTEE FUNCTIONS NOT SPECIFIED	46	44.7	56912	45.8
2 RIGHT TO CALL SPECIAL/EMERGENCY MEETINGS	2	1.9	180	0.1
3 RIGHT TO INITIATE ACTION OR RECOMMENDATIONS	-	-	-	-
4 RIGHT TO UNDERTAKE INSPECTIONS	4	3.9	933	0.7
5 COMBINATION OF 2 AND 3	1	1.0	500	0.4
6 COMBINATION OF 2 AND 4	2	1.9	5200	4.0
7 COMBINATION OF 2, 3 AND 4	20	19.4	37878	29.5
8 OTHER	1	1.0	1500	1.2
TOTAL	103	100.0	126563	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 14-03 PAY FOR TIME SPENT ON SAFETY COMMITTEE				
0 NO SAFETY COMMITTEE PROVISION	27	26.2	23452	18.2
1 NO PROVISION FOR PAY OF SAFETY COMMITTEE	46	44.7	52187	40.6
2 PROVISION FOR PAY OF SAFETY COMMITTEE	30	29.1	52924	41.2
TOTAL	103	100.0	128563	100.0
FIELD 14-04 SAFETY EQUIPMENT AND PROTECTIVE CLOTHING				
0 NO PROVISION	34	33.0	40251	31.3
1 EQUIPMENT SUPPLIED AT NO COST TO EMPLOYEE	54	52.4	69948	54.4
2 EQUIPMENT SUPPLIED AT SOME COST TO EMPLOYEE	4	3.9	6177	4.8
3 MONETARY ALLOWANCE PROVIDED FOR PERCENTAGE OF EQUIPMENT, REPLACEMENT AT SOME COST	5	4.9	2432	1.9
4 OTHER	6	5.8	9755	7.6
TOTAL	103	100.0	128563	100.0
FIELD 14-05 RIGHT TO REFUSE DANGEROUS WORKING CONDITIONS				
0 NO PROVISION	71	68.9	89273	69.4
1 PROVISION	32	31.1	39290	30.6
TOTAL	103	100.0	128563	100.0
FIELD 14-06 VIDEO DIPSLAY TERMINALS				
0 NO PROVISION	96	93.2	124047	96.5
1 PREGNANT EMPLOYEES RIGHT TO BE REASSIGNED OR TAKE LEAVE OF ABSENCE	4	3.9	3456	2.7
2 RESTRICTION ON HOURS/REST BREAKS	-	-	-	-
3 COMBINATION OF 1 AND 2	1	1.0	270	0.2
4 OTHER	2	1.9	790	0.6
TOTAL	103	100.0	128563	100.0
FIELD 14-07 ALCOHOL AND DRUG REHABILITATION PROGRAM				
0 NO PROVISION	89	86.4	112975	87.9
1 PROVISION	14	13.6	15588	12.1
TOTAL	103	100.0	128563	100.0
SECTION 15 - MISCELLANEOUS PROVISIONS				
FIELD 15-01 LABOUR-MANAGEMENT COMMITTEE				
0 NO PROVISION	66	64.1	65127	50.7
1 PROVISION	37	35.9	63436	49.3
TOTAL	103	100.0	128563	100.0
FIELD 15-02 SEXUAL HARASSMENT				
0 NO PROVISION	97	94.2	117130	91.1
1 POLICY STATEMENT ONLY	4	3.9	10983	8.5
2 POLICY AND/OR COMPLAINT PROCEDURE	2	1.9	450	0.4
3 MENTIONED BUT NOT SPECIFIED	-	-	-	-
TOTAL	103	100.0	128563	100.0
FIELD 15-03 DAY CARE FACILITIES FOR CHILDREN OF EMPLOYEES				
0 NO PROVISION	102	99.0	127205	98.9
1 PROVISION	1	1.0	1358	1.1
TOTAL	103	100.0	128563	100.0

PRIVATE SECTOR

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 15-04 JOB EVALUATION PLAN				
0 NO PROVISION	87	84.5	62742	48.8
1 PROVISION	16	15.5	65821	51.2
TOTAL	103	100.0	128563	100.0
FIELD 15-05 MOVING EXPENSES OR ALLOWANCE				
0 NO PROVISION	96	93.2	125210	97.4
1 PROVISION	7	6.8	3353	2.6
TOTAL	103	100.0	128563	100.0
FIELD 15-06 WORK CLOTHING AND/OR UNIFORM ALLOWANCES				
0 NO PROVISION	50	48.5	85403	66.4
1 PROVISION	53	51.5	43160	33.6
TOTAL	103	100.0	128563	100.0
FIELD 15-07 TOOL ALLOWANCE				
0 NO PROVISION	56	54.4	47166	36.7
1 PROVISION	47	45.6	81397	63.3
TOTAL	103	100.0	128563	100.0

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APPENDIX
AGREEMENTS SURVEYED

Employer	Union
MINING	
AFTON OPERATING CORPORATION	STEELWORKERS, Local 8637
BRINCO	STEELWORKERS, Local 6536
COMINCO	STEELWORKERS, Local 9672
COMINCO	STEELWORKERS, Local 9705
COMINCO	STEELWORKERS, Locals 480, 651 and 901
COMINCO VALLEY COPPER MINE	CAIMAW, Local 8
CROWS NEST RESOURCES	OPERATING ENGS., Local 115
FORDING COAL	STEELWORKERS, Local 7884
GIBRALTAR MINES	CAIMAW, Local 18
MacLAREN FOREST PRODUCTS	STEELWORKERS, Local 898
QUINTETTE COAL	OPERATING ENGS., Local 115
UTAH MINES	OPERATING ENGS., Local 115
WESTAR MINING	OTEU, Local 378
MANUFACTURING	
FOOD AND BEVERAGE	
B.C. SUGAR REFINERY	RETAIL WHOLESALE, Local 580
BREWERY EMPLOYERS LABOUR RELATIONS	BREWERY WORKERS, Locals 300 and 308
EMPRESS FOODS PROCESSING PLANT	RETAIL WHOLESALE, Local 470
FISH PROC. BARG. ASSN. (Cannery)	UFAWU
FISH PROC. BARG. ASSN. (Fresh Fish)	UFAWU
FISH PROC. BARG. ASSN. (Salmon Pr)	UFAWU
FISH PROC. BARG. ASSN.	NATIVE BROTHERHOOD
HIRAM WALKER & SONS	UAW, Local 2028
NALLEY'S (Chip and Dressing Plant)	TEAMSTERS, Local 213
PARK & TILFORD CANADA	BREWERY WORKERS, Local 300
PRINCE RUPERT FISHERMEN'S CO-OP	SHOREWORKERS & CLERKS, Local 1674
ROYAL CITY FOODS	RETAIL WHOLESALE, Local 580
VANCOUVER DAIRY AGREEMENT	TEAMSTERS, Local 464
VENICE BAKERY	CLAC, Local 62
WHITE SPOT	FOOD & SERVICE WORKERS, Local 11
WOMETCO	TEAMSTERS, Local 213
WOOD PRODUCTS	
BELKIN PAPERBOARD	CPU, Local 1129
CRESTWOOD KITCHENS	IWA, Local 1-217
FOREST INDUSTRIAL RELATIONS	IWA, Coast Master
INTERIOR FOREST LABOUR RELATIONS	IWA, Locals 1-405, 1-417, 1-423
NORTH CARIBOO FOREST LABOUR REL.	IWA, Several Locals
NORTHWOOD PULP & TIMBER	IWA, Local 1-424

PAPER & ALLIED	
SCOTT PAPER	CPU, Local 456
PRINTING & PUBLISHING	
B.C. BOOKBINDERS	GRAPHIC COMMUNICATIONS, Local 525
PACIFIC PRESS	NEWSPAPER GUILD, Local 115
PACIFIC PRESS	TYPOGRAPHICAL UNION, Local 226
METALS	
ALCAN SMELTERS & CHEMICALS	CASAW, Local 1
ALUMINUM WINDOW EMPLOYERS ASSN.	IRON WORKERS, Local 712
METAL INDUSTRIES ASSN.	STEELWORKERS, Several Locals
TITAN STEEL AND WIRE	TEAMSTERS, Local 213
TREE ISLAND STEEL	TEAMSTERS, Local 213
WESTERN CANADA STEEL	CAIMAW, Local 6
MACHINERY	
AEL MICROTEL	IBEW, Local 264
B.C. MARINE SHIPBUILDERS	SHIPYARD WORKERS
CULLEN DETROIT & DIESEL ALLISON	MACHINISTS 692; TEAMSTERS, Local 213
FINNING TRACTOR & EQUIPMENT	MACHINISTS, Lodge 692
VANCOUVER SHIPYARDS	CARP 506, IBEW 213, PLUMBERS 170, MACH 692
TRANSPORTATION EQUIPMENT	
VANGUARD MANUFACTURING	CARPENTERS, Local 2076
MISCELLANEOUS MANUFACTURING	
AERO GARMENT	CLOTHING WORKERS, Local 178
CHEVRON CANADA	ECW, Local 601
CONSUMERS GLASS	TEAMSTERS, Local 213
FIBERGLAS CANADA	LABOURERS, Local 602
IMPERIAL OIL (Ioco Refinery)	ECW, Local 614
JANTZEN CANADA	LADIES GARMENT WORKERS, Local 287
KORET CANADA	LADIES GARMENT WORKERS, Local 287
MR. JAX FASHIONS	CLOTHING WORKERS, Local 178
SHELL CANADA PRODUCTS	CAIMAW, Local 12
CONSTRUCTION	
CLRA STANDARD AGREEMENT	BRICKLAYERS, Local 1
CLRA STANDARD AGREEMENT	CARPENTERS, Several Locals
CLRA STANDARD AGREEMENT	LABOURERS (4 Locals)
CLRA STANDARD AGREEMENT	SHEET METAL WORKERS, Local 280

CLRA	PAINTERS, 4 Locals (Brush Painting)
CLRA	PLUMBERS, Local 170
CLRA	PLUMBERS, Local 516
CLRA	SHEET METAL WORKERS 276 (Roofing)

TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES

TRANSPORTATION AND STORAGE

*AIR CANADA	MACHINISTS, Lodge 148
*B.C. FERRY CORPORATION	BC FERRY & MARINE WORKERS
*B.C. MARITIME EMPLOYERS ASSN.	LONGSHOREMEN
*B.C. RAILWAY	BRAC
*B.C. RAILWAY	CUTE, Local 1
*B.C. RAILWAY	CUTE, Local 6
C.P. AIR	AIRLINE PILOTS ASSN.
C.P. AIR	BRAC, Local 435
C.P. AIR	CALFAA
C.P. AIR	MACHINISTS, Lodge 764
C.P. AIR	MACHINISTS, Lodge 764 (Clerical)
CANADIAN FREIGHTWAYS	TEAMSTERS, Local 31
COUNCIL OF MARINE CARRIERS	CANADIAN MERCHANT SERVICE GUILD
DOWNTOWN PARKING CORPORATION	CUPE, Local 1004
FREIGHTLINER OF CANADA	CAIMAW, Local 14
GULF CANADA PRODUCTS	TEAMSTERS, Local 213
MacDONALDS CONSOLIDATED	RETAIL WHOLESALE, Local 580
*METRO TRANSIT OPERATING COMPANY	IND. CANADIAN TRANSIT UNION
*METRO TRANSIT OPERATING COMPANY	OTEU, Local 378
SMITHRITE DISPOSAL	SERVICE EMPLOYEES, Local 244
TLRA IND. TRAILERS TOWING AGREEMENT	TEAMSTERS, Local 213
WATERFRONT FOREMEN EMPOYERS	LONGSHOREMEN, Local 514

COMMUNICATION & UTILITIES

*B.C. HYDRO	OTEU, Local 378
*B.C. HYDRO	IBEW, Local 213
B.C. TELEPHONE	TELECOMMUNICATIONS WORKERS
*B.C.T.V. BROADCASTING SYSTEM (CHEK)	NABET

TRADE, FINANCE AND REAL ESTATE

TRADE

KELLY DOUGLAS & COMPANY	FOOD & COMMERCIAL, Local 2000
OKANAGAN FEDERATED SHIPPERS	FOOD & COMMERCIAL, Local 2000
PACIFIC DRYWALL DEALERS ASSN.	TEAMSTERS, Local 213
VANCOUVER MOTOR DEALERS	MACHINISTS, Lodge 1857

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FINANCE, INSURANCE & REAL ESTATE

*B.C. ASSESSMENT AUTHORITY	CUPE, Local 1767
*B.C. BUILDING CORPORATION	BCGEU
*INSURANCE CORPORATION OF BC	OTEU, Local 378
*WORKERS COMPENSATION BOARD	WCB EMPLOYEES UNION

COMMUNITY, BUSINESS AND PERSONAL SERVICES

EDUCATION SERVICES

*B.C.I.T.	BCGEU, Local 59
*CAPILANO COLLEGE	CAPILANO COLLEGE FACULTY ASSN.
*KWANTLEN COLLEGE	BCGEU, Local 59
*MALASPINA COLLEGE	CUPE, Local 1858
*PACIFIC VOCATIONAL INSTITUTE	BCGEU, Local 59
*SCHOOL DISTRICT #27 (Cariboo Chi)	OPERATING ENGS., Local 959
*SCHOOL DISTRICT #28 (Quesnel)	CARPENTERS, Local 2545
*SCHOOL DISTRICT #38 (Richmond)	CUPE, Local 716
*SCHOOL DISTRICT #39 (Vancouver)	CUPE, Local 407
*SCHOOL DISTRICT #40 (New West)	CUPE, Local 40
*SCHOOL DISTRICT #41 (Burnaby)	CUPE, Local 379
*SCHOOL DISTRICT #60 (Peace River)	CARPENTERS, Local 2397
*SCHOOL DISTRICT #61 (Victoria)	CUPE, Local 382
*SCHOOL DISTRICT #61 (Victoria)	CUPE, Local 947
*SCHOOL DISTRICT #62 (Sooke)	CUPE, Local 459
*SCHOOL DISTRICT #63 (Saanich)	CUPE, Local 441
*SCHOOL DISTRICT #70 (Alberni)	CUPE, Local 727
*SCHOOL DISTRICT #71 (Courtenay)	CUPE, Local 439
*SCHOOL DISTRICT #72 (Campbell River)	CUPE, Local 723
*SCHOOL DISTRICT #75 (Mission)	CUPE, Local 593
*SELKIRK COLLEGE	BCGEU, Local 57
*SIMON FRASER UNIVERSITY	AUCE, Local 2
*UNIVERSITY OF BRITISH COLUMBIA	AUCE, Local 1
*UNIVERSITY OF BRITISH COLUMBIA	CUPE, Local 116
*UNIVERSITY OF VICTORIA	CUPE, Local 951
*VANCOUVER COMMUNITY COLLEGE	VOCATIONAL INSTRUCTORS ASSN.
*VANCOUVER PUBLIC LIBRARY BOARD	CUPE, Local 391

HEALTH & WELFARE SERVICES

*CENTRAL FRASER VALLEY HOMEMAKERS	BCGEU
*EMERGENCY HEALTH SERVICES COMM.	CUPE, Local 873
*HEALTH LABOUR RELATIONS ASSN.	HEALTH SCIENCES ASSN.
*HEALTH LABOUR RELATIONS ASSN.	HEU, Local 180

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ACCOMMODATION & FOOD

B.C. HOTELS ASSN.	CBRT, Local 533
B.C. HOTELS ASSN. (Province Wide)	HOTEL & RESTAURANT, Local 40
CANADIAN PACIFIC HOTELS (Empress)	CBRT, Local 276
CARA OPERATIONS	HOTEL & RESTAURANT, Local 40
ROYAL CANADIAN LEGION	HOTEL & RESTAURANT, Local 40
WHITE SPOT RESTAURANTS	FOOD & SERVICE WORKERS, Local 12

MISCELLANEOUS SERVICES

B.C. JOCKEY CLUB	WEST COAST RACE TRACK EMPS. ASSN.
*B.C. PLACE	SERVICE EMPLOYEES, Local 244
*B.C. SYSTEMS	BCGEU, Local 67
CANADIAN LINEN SUPPLY	TEAMSTERS, Local 213
FAMOUS PLAYERS	MOVING PICTURE MACHINE OPERATORS
*HOMEMAKER SERVICE SOC. (Maple Ridge)	BCGEU
NELSONS LAUNDRIES	RETAIL WHOLESALE, Local 580
TRADE UNION OFFICES MASTER AGREEMENT	OTEU, Local 15

PUBLIC ADMINISTRATION

FEDERAL GOVERNMENT

*GOVERNMENT OF CANADA	PSAC (Correctional)
*GOVERNMENT OF CANADA	PSAC (Data Processing)
*GOVERNMENT OF CANADA	PSAC (General Services)
*GOVERNMENT OF CANADA	PSAC (General Technical)
*GOVERNMENT OF CANADA	PSAC (Radio Operations)

PROVINCIAL GOVERNMENT

*B.C. GOVERNMENT	BCGEU
*B.C. GOVERNMENT	PROF. EMPLOYEES ASSN.
*B.C. GOVERNMENT	REG. PSYCH NURSES & BC NURSES

MUNICIPAL, LOCAL & REGIONAL GOVERNMENT

*DELTA, Corporation of Delta	CUPE, Local 454
*GVLRA (Capital Regional District)	CUPE, Local 1978
*GVLRA (City of Victoria)	CUPE, Local 388
*GVLRA (District of Saanich)	CUPE, Local 374
*GVLRA (District of Saanich)	Saanich Police Assn
*GREATER VANCOUVER REGIONAL DISTRICT	GVRDEU
*LANGLEY, Township of	CUPE, Local 403
*MATSQUI, District of	CUPE, Local 774
*MIPEA (Regional Dist. of Nanaimo)	CUPE, Local 401
*MISSION, District of	CUPE, Local 1267

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*OMMLRA - (Penticton, City of)	CUPE, Local 608
*OMMLRA (City of Kamloops)	CUPE, Local 900
*OMMLRA (City of Kelowna)	CUPE, Local 338
*POWELL RIVER, District of	CUPE, Local 798
*PRINCE RUPERT, City of	CUPE, Local 105
*RICHMOND, Township of	CUPE, Local 394
*RICHMOND, Township of	CUPE, Local 718
*SURREY, District of	CUPE, Local 42
*TRAIL, City of	CUPE, Local 2087
*VANCOUVER, City of	CUPE, Local 1004
*VANCOUVER, City of	FIREFIGHTERS
*WEST VANCOUVER, District of	WEST VANCOUVER MUN. EMPS. ASSN.

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